Labour Market Conditions for the Apprenticeship Trades in Saskatchewan
(2007 to 2010)

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Saskatchewan
Ministry of
Advanced Education,
Employment and
Labour

Saskatchewan Apprenticeship
and Trade Certification
Commission

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Introduction

Saskatchewan is currently experiencing labour shortages in the majority of the trades. A few of the trades have reached the stage of severe shortages, a situation where qualified workers are not available in local and adjacent markets to meet current demand, intense competition for workers exists throughout the province, and recruiters are forced to look in other jurisdictions for skilled labour. Labour shortages will become more prevalent in the coming years, with half of the trades expected to have a severe shortage of skilled workers by 2010.

These are the findings of a survey of the trade boards, jointly undertaken by the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) and Saskatchewan Advanced Education, Employment and Labour. In October 2007, the SATCC met with 37 trade boards that are represented by employers and employees. The trade boards, which had between one to six members, were asked to provide their perspective on the current and future labour market conditions of their trade by providing annual provincial rankings for 2007 to 2010. They were also asked to rank the 2007 labour market conditions for twelve regions in the province, indicate any current or expected staffing concerns related to the recruitment and retention of skilled trade workers and identify methods employers use for recruiting workers and job seekers use for finding work.

The ranking of labour market conditions is based on a scale of '1' to '5', where '1' indicates an excess supply of workers and '5' indicates a severe shortage of workers. A ranking of '3' suggests an adequate supply of workers to meet labour market demand, with some short term limitations such as plant shutdowns related to maintenance work. There are several instances where trade boards did not have enough knowledge about a trade within a region to provide a ranking; these are noted as not available (n.a.).

These rankings should be used with other sources of labour market information to provide a comprehensive view of labour market conditions.

The findings of the trade board consultations are presented as follows:

Section One – Trade Profiles provides a profile on each of the 37 trades and a summary of current and future provincial labour market conditions. Each trade profile includes the 2007 provincial and regional labour market conditions, future expectations of the provincial labour market conditions for 2008 to 2010, staffing concerns related to recruitment and retention and methods of recruitment and finding work by employers and job seekers.

Section Two – Regional Profiles provides the 2007 labour market conditions of the 37 trades for twelve regions including: La Ronge-North, Prince Albert, Lloydminster, North Battleford-Meadow Lake, Nipawin-Melfort, Saskatoon, Kindersley, Swift Current, Regina, Moose Jaw, Estevan-Weyburn and Yorkton-Melville. A summary of these regional labour market conditions includes a look at the imbalances of labour supply.

Section Three – Recruitment and Retention Challenges describes staffing concerns related to worker mobility within and out of province, and aging and retirements.

Section Four – Recruitment and Job Search Methods discusses the methods used by both the employer and the employee to find employees/jobs.

Appendix A – Methodology describes the questionnaire used to survey the trade boards including ranking definitions of labour market conditions, and the number of employer and employee survey participants for each trade.

Section One – Trade Profiles

This section provides a detailed description of labour market conditions 37 trades. Each trade profile begins with the SATCC trade definition of the type of work carried out by workers in that trade. The findings of the trade board consultations are then presented, including the 2007 labour market conditions from a provincial and regional perspective. A graph illustrating the 2007 ranking of labour market conditions by region is included in each trade profile.

This is followed by the future expectations of the labour supply for each trade and identified factors that could affect the availability of skilled workers in Saskatchewan up until 2010. For those trades that were also ranked by the Construction Sector Council (CSC) in the fall of 2006, a table is included that shows the rankings of the two organizations. Any trade-specific staffing concerns related to retention and recruitment, including inter- and intra-provincial mobility and aging/retirements, are presented.

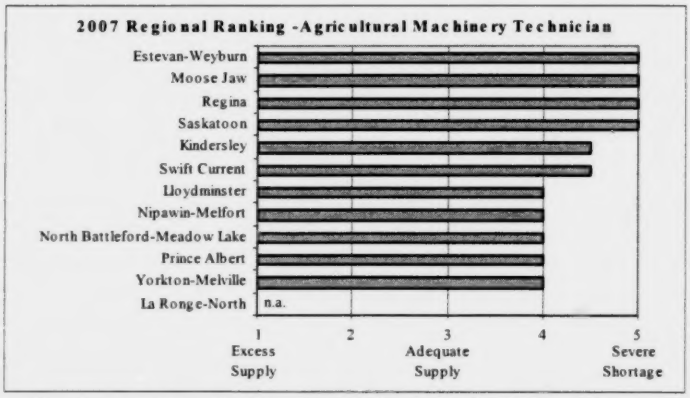
Each trade profile concludes with a description and table identifying different recruitment methods favoured by employers and job search methods favoured by those looking for work.

At the end of this section, a summary is provided of the provincial labour market conditions for the 37 trades.

1. Agricultural Machinery Technicians

Agricultural machinery technicians set up, diagnose, repair, overhaul, maintain and service agricultural equipment.

There is a shortage of skilled agricultural machinery technicians that is expected to persist over the next few years. Provincially, the 2007 labour market conditions are ranked at a '4.5' as skilled workers have been moving to other trades. The workers that are being hired locally are requiring training and many dealerships are recruiting from overseas.



All regions have moderate to severe shortages of agriculture machinery technicians. A ranking was not provided for La Ronge-North due to limited agricultural activity in that region.

The tight labour market for agricultural machinery technicians is expected to become even more severe over the next three years, with the provincial ranking increasing to '5'. Saskatchewan's strong economy is creating the need for more skilled workers in this trade.

Ranking of Provincial Labour Market Conditions for Agriculture Machinery Technicians					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4.5	5	5	5

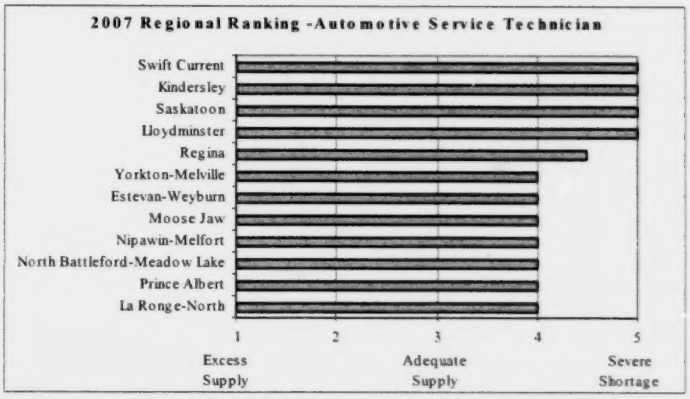
Intra-provincial mobility as well as the movement of workers out of the province is both a current and future concern. Other trades are drawing skilled workers away from this trade with higher wages and greater job stability. Aging and retirement of workers is a current concern, however it is not as prevalent as other trades.

Employers and employees are using word-of-mouth and newspapers when recruiting or looking for a position in this trade. Employers have also been using methods such as online job postings, overseas recruitment, and radio advertising while job seekers have been looking at job posting boards at technical institutes.

Methods of Recruiting/Finding Work for Agriculture Machinery Technicians							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X					X

2. Automotive Service Technicians

Automotive service technicians diagnose, service, repair and replace all parts of automobiles, light trucks and light buses, except for body repairs and repainting.



There is a shortage of skilled automotive service technicians in the province that is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '4'. All regions of Saskatchewan have a moderate to severe shortage of automotive service technicians. In Lloydminster employers are dealing with the severe shortage by recruiting immigrants that are engineers and training them to work in this trade. There are companies in Saskatoon who have been advertising job openings for months with no response.

A shortage of automotive service technicians is expected to become more severe over the next three years with the provincial ranking increasing to '5'. This is due to retirements and youth not selecting work in this trade.

Ranking of Provincial Labour Market Conditions for Automotive Service Technicians					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

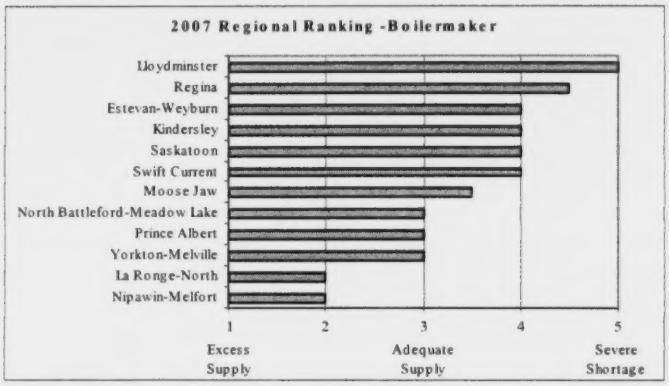
Inter-provincial mobility as well as movement of workers within the province is both a current and future concern. Due to this trade's flat rate pay structure which limits compensation, workers are finding work in other trades. Once trained in this trade, skilled workers are able to switch to higher paid, large equipment mechanic jobs. This creates a large retention problem in this trade. Aging and retirement is also a current and future concern for the automotive service technicians.

Employers and employees are using word-of-mouth, newspapers, on-line job postings, and trades journals/newsletters when recruiting or looking for a position in this trade. Employees have also been using other methods to find work such as talking to program instructors, accessing government programs, and using student services at their training institution.

Methods of Recruiting/Finding Work for Automotive Service Technicians							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X	X	
Employee	X	X			X	X	X

3. Boilermakers

Boilermakers make and assemble dust, gas, steam, oil, water or other liquid-tight containers, structures and equipment.



The SATCC trade board consultations represented only the assemblers/installers of boilers, which is largely a unionized workforce located throughout the province, but dispatched out of Regina. There is a moderate shortage of skilled boilermakers throughout the province, with provincial labour market conditions ranked as a '4' for 2007. Nipawin-Melfort and La Ronge-North have surpluses of skilled workers because there are currently no projects taking place in these regions. However, future oil sands development in the North is expected to cause a severe shortage of skilled workers in this region. Moose Jaw currently has an adequate supply however this is expected to change due to the possibility of a major project coming to Belle Plaine, therefore reducing available supply. Lloydminster is experiencing severe shortages due to a large amount of activity in the region.

Very tight labour market conditions are anticipated in 2008, 2009, and 2010 with an expected ranking of '5'. Saskatchewan's strong economy is creating the need for more skilled workers in this trade.

Ranking of Provincial Labour Market Conditions for Boilermakers						
Year and Source of Rankings		2006	2007	2008	2009	2010
2006 CSC Report		4	4	5	5	4
2006 SATCC Trade Board Consultations:	Welder	3	3	4	4	N/A
	Mechanic	4-5	4	5	5	N/A
2007 SATCC Trade Board Consultations		N/A	4	5	5	5

The 2007 ranking of labour market conditions remains unchanged from the ranking provided by the Construction Sec[illegible] Council.

In the past, skilled workers in this trade have moved to Alberta due to a large number of opportunities. Recruitment has become a concern because these skilled workers are not returning, even though there are opportunities, due to the difference in wages between the two provinces. Boilermakers are being recruited from eastern provinces and welders are being recruited from the Saskatchewan manufacturing sector to become boilermaker apprentices. However, these workers have the potential to move to Alberta once they have journeyperson status. If the wage gap is not addressed, retention concerns will persist.

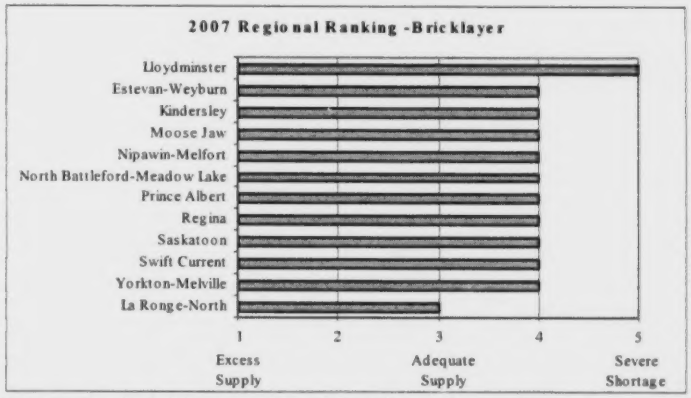
Employers and employees are both using word-of-mouth and the union hall as methods of recruiting or looking for a position in this trade. Employers are also convincing welders to switch over to this trade.

Methods of Recruiting/Finding Work for Boilermakers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X		X				X
Employee	X		X				

4. Bricklayers

Bricklayers lay concrete block, brick, precut stone and other materials in the construction or repairing of structures.

There is a moderate shortage of skilled bricklayers in the province, with provincial labour market conditions ranked as a '4'. The severe shortage of skilled workers in Lloydminster is due to a number of industrial shutdowns occurring that are requiring bricklayers. There are a limited number of workers in all other regions except La Ronge-North. The La Ronge-North region has industrial sites that require bricklayers; however there is an adequate supply of skilled workers to cover the work.



A moderate shortage of bricklayers is expected over the next three years. Although the strong economy is increasing work, the recruitment and training of immigrants, in particular from Eastern Europe, is somewhat moderating the shortage of workers.

Ranking of Provincial Labour Market Conditions for Bricklayers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	3	4	3	3
2006 SATCC Trade Board Consultations	3	3	3	3	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The 2007 provincial ranking of labour market conditions for bricklayers has increased over the ranking provided by the Construction Sector Council. The trade board also anticipates that the shortage of bricklayers will continue over the next few years.

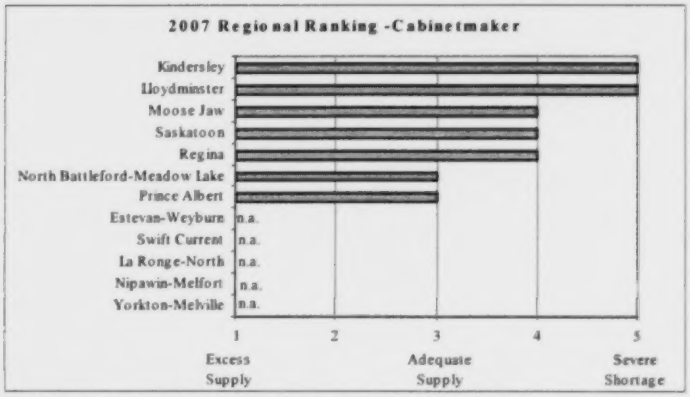
The aging and retirement of workers is a current and future concern.

Employers and employees are using word-of-mouth when looking to fill or find an opportunity in this trade. Employers are also posting opportunities in the newspapers and online. (Employee information was provided by an employer who may not be aware of all of the methods used by employees to look for opportunities.)

Methods of Recruiting/Finding Work for Bricklayers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X						

5. Cabinetmakers

Cabinetmakers construct, repair finish and install cabinets, furniture, fixtures and related products.



There is a moderate provincial shortage of skilled cabinetmakers that is expected to become more severe over the next few years. Provincial labour market conditions for 2007 are ranked as a '4'. There is a severe shortage of skilled workers in Kindersley and Lloydminster regions for this trade. Moose Jaw, Saskatoon and Regina all have moderate shortages of skilled workers. Prince Albert and North Battleford-Meadow Lake currently have an adequate supply. Rankings were not provided for other regions in the province due to lack of knowledge about these areas.

Shortages are expected to become more severe over the next three years, with the provincial ranking of labour market conditions increasing to a '5'.

Ranking of Provincial Labour Market Conditions for Cabinetmakers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	5	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

Intra-provincial mobility is currently a staffing concern for some employers because skilled workers are pursuing different jobs with better wages and benefits. Increasing benefits for workers in this trade may alleviate future concerns about retention.

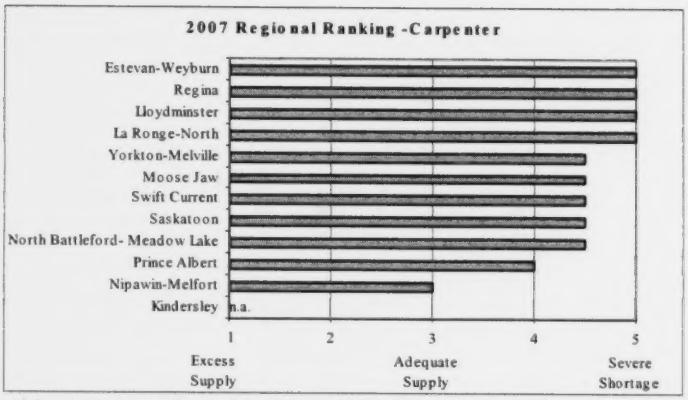
Employers and employees are both using word-of-mouth as a method of recruiting or looking for a position in this trade. Employers are also posting opportunities online.

Methods of Recruiting/Finding Work for Cabinetmakers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X				X		
Employee	X						

6. Carpenters

Carpenters construct, renovate and repair buildings and structures made of wood and other materials.

There is a moderate shortage of skilled carpenters in the province as the provincial labour market conditions for 2007 are ranked as a '4'. There are severe shortages of qualified workers in the Estevan-Weyburn, Regina, Lloydminster and La Ronge-North regions. All regions except for Nipawin-Melfort have a moderate to severe shortage of skilled workers. A ranking was not provided for the Kindersley region due to lack of knowledge about this area.



Labour shortages within the province are expected to become more severe over the next three years with a ranking of '5'. There is a large amount of available work due to expansions occurring in the resource industry.

Ranking of Provincial Labour Market Conditions for Carpenters					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	4	4.5	4.5	n.a.	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

The 2007 ranking of labour market conditions remains unchanged from the ranking provided by the Construction Sector Council. However, the trade board anticipates a greater tightening of the labour market than was previously forecast for the next couple of years.

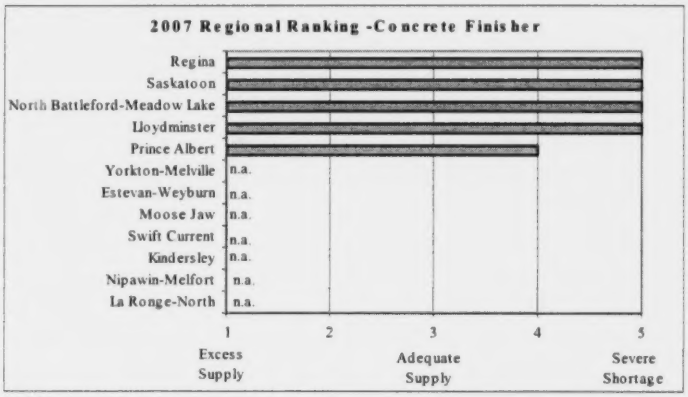
There are current and expected concerns about the aging and retirement of workers in this trade.

Employers and employees are using word-of-mouth, newspapers, union hall and online job postings as methods of recruiting or looking for a position in this trade. Employers are also advertising work at the job site as well as taking advantage of the career services office at SIAST. Employees are also attending career fairs and walking on the job site.

Methods of Recruiting/Finding Work for Carpenters							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X	X		X		X
Employee	X	X	X		X		X

7. Concrete Finishers

Concrete finishers place, finish, cut, maintain, restore and repair concrete.



There is a moderate shortage of skilled concrete finishers in the province. The provincial labour market conditions for 2007 are ranked as a '4'. Regionally, there is a severe shortage of workers in Regina, Saskatoon, North Battleford, and Lloydminster. Prince Albert has a moderate shortage of workers. There are shortages in these regions because the skilled workers are attracted to different opportunities with better pay. At the same time, work is becoming less seasonal and more year round, increasing the amount work available. The rankings were not provided for the other regions in the province due to the lack of knowledge about these areas.

A severe shortage of concrete finishers is expected over the next three years. There is a lot of work in Saskatchewan requiring concrete finishers and not enough people to cover these positions.

Ranking of Provincial Labour Market Conditions for Concrete Finishers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	3	3	3	3	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

The 2007 ranking of provincial labour market conditions remains unchanged from the ranking provided by the Construction Sector Council. However, the trade board anticipates a greater tightening of the labour market than was previously forecast for the next couple of years.

There are current and future retention concerns for workers in this trade as they are attracted to other opportunities. There are also current and future concerns about aging and retirement as many skilled workers in this trade are preparing to retire.

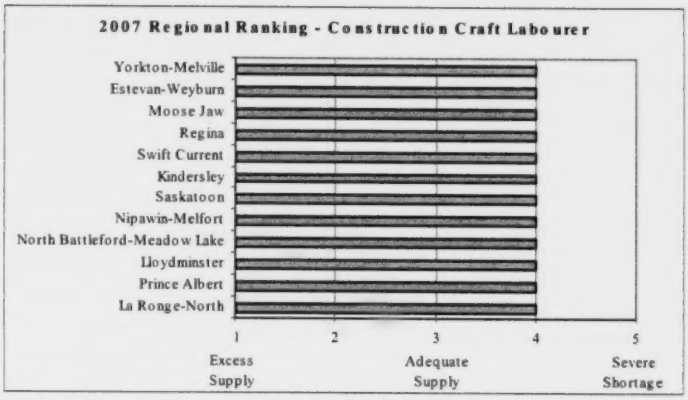
Employers and employees tend to be using different methods when recruiting or looking for a position in this trade. The only method that both employees and employers are using is word-of-mouth. Employers are posting available positions in the newspaper and trades journals/newsletters. They are also counting on workers walking onto the job site as well as recruiting from overseas. Employees are watching for job opportunities at the union hall, as well as looking at opportunities posted online and at the Saskatchewan Indian Institute of Technologies employment centre.

Methods of Recruiting/Finding Work for Concrete Finishers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X				X	X
Employee	X		X		X		X

8. Construction Craft Labourers

Construction craft labourers prepare and clean up construction sites, move materials and equipment, and move and level earth; place and consolidate cast-in-place concrete structures; and install municipal water and sewer lines. This trade has a number of entry-level positions that lead to opportunities in other trades such as carpentry and plumbing.

There is a moderate shortage of skilled construction craft labourers in the province that is expected to continue for the next few years. Provincial labour market conditions are ranked as a '4' for 2007. Due to the strong provincial economy, there is a moderate shortage of skilled workers in every region in the province.



The shortage of workers is expected to remain the same over the next three years, with a consistent ranking of '4' from 2008 to 2010.

Ranking of Provincial Labour Market Conditions for Construction Craft Labourers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	3	3	3	3	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The 2007 ranking of provincial labour market conditions remains unchanged from the ranking provided by the Construction Sector Council. The trade board anticipates that the shortage of labour will continue for the next few years.

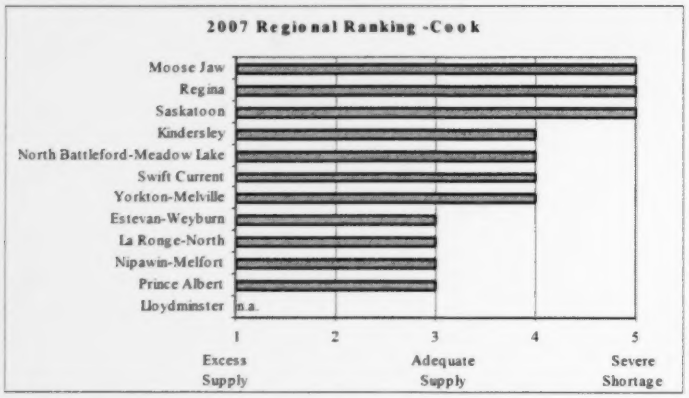
There are current concerns around inter- and intra-provincial mobility of workers. Often, skilled workers in this trade pursue higher wages in other trades such as framing.

Employers and employees are using word-of-mouth and the union hall as methods of recruiting or looking for a position in this trade. Employers are also posting opportunities online while employees are looking for opportunities at the Saskatchewan Indian Institute of Technology and at corrections centres.

Methods of Recruiting/Finding Work for Construction Craft Labourers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X		X		X		
Employee	X		X				X

9. Cooks

Cooks prepare, season and cook soups, meats, fish, poultry, vegetables and desserts. They make sauces, gravies and salads. They perform some meat cutting, and prepare basic baked goods.



There is a severe shortage of journeyperson cooks in the province that is expected to continue over the next few years. The provincial labour market conditions for 2007 are ranked as a '5' due to three major centres in Saskatchewan experiencing severe shortages in this trade. Skilled workers in this trade are being drawn from this trade to different positions in the service industry due to better wages. There is, however, a pool of workers available in northern regions as well as Estevan-Weyburn.

The severe labour shortage is expected to continue for the next three years. Skilled workers in this trade earn low pay and many are moving on to opportunities elsewhere. This is expected to continue unless wages improve.

Ranking of Provincial Labour Market Conditions for Cooks					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	5	5	5	5

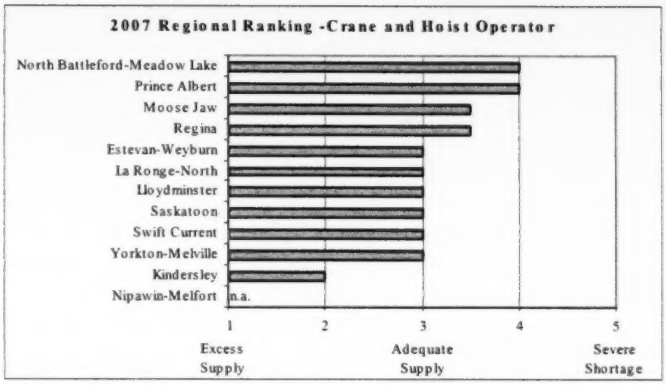
Recruitment and retention issues are a concern as workers are drawn to related work elsewhere. The aging and retirement of workers is also a current and future concern in this trade.

Employers and employees are using word-of-mouth, newspapers, and online job postings to fill or find positions in this trade. Employers are also attempting to attract workers from other establishments. Employees are looking for opportunities in trades journals/newsletters and employment insurance offices.

Methods of Recruiting/Finding Work for Cooks							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X			X	X	X

10. Crane and Hoist Operators

Crane and hoist operators operate many types of hoisting equipment to move, place and position items. There are five types of operators in this trade including: boom-A, boom-B, hydraulics, conventional and overhead.



Labour market conditions for this trade are directly related to activity in areas such as mining, manufacturing, and high-rise construction. There is a moderate shortage of skilled crane and hoist operators in the province. Provincial labour market conditions for 2007 are ranked as a '4'. There is a large need for skilled workers in this trade; however, there is not enough equipment in Saskatchewan to complete available work in a timely matter. Although most of these regions are showing an adequate supply of workers, if there was more equipment available there would be a greater shortage of skilled workers to operate the equipment. There is a difference between the regional rankings and the overall ranking because the volume of work is not equal in all regions.

The labour shortage is expected to carry forward into the next three years as long as major projects continue to occur. Retirement is going to become a large problem in this trade by 2010.

Ranking of Provincial Labour Market Conditions for Crane and Hoist Operators					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	3	4	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	3.5	4	4

The 2007 ranking of provincial labour market conditions differs from the ranking provided by the Construction Sector Council (CSC). The CSC forecasts less of a need for skilled workers in this trade in the future. The trade board also anticipates less of a need for skilled workers in this trade for the next couple years than was previously forecast.

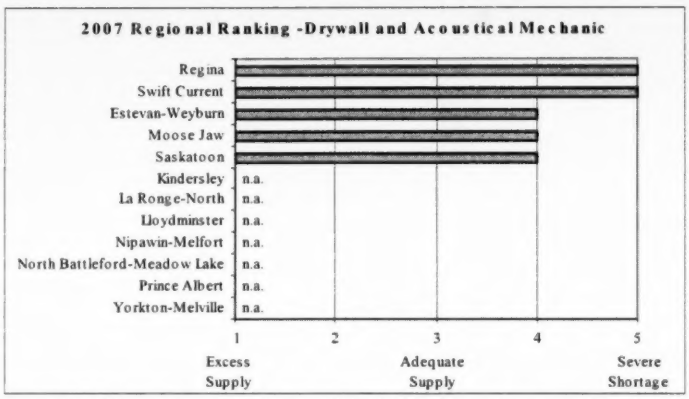
Inter-provincial mobility is both a current and future concern in this trade. Some recruitment concerns are alleviated due to the fact that Alberta and Saskatchewan recognize each others credentials, enabling employers to recruit from Alberta. Aging and retirements are a current concern and they are forecast to become a much larger concern in the future.

Employers and employees are using word-of-mouth, union hall, and online job postings when recruiting or looking for a position in this trade. Employees are also looking for opportunities in the newspaper.

Methods of Recruiting/Finding Work for Crane and Hoist Operators							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X		X		X		
Employee	X	X	X		X		

11. Drywall and Acoustical Mechanics

Drywall and acoustical mechanics measure, cut and install drywall sheets, and install specialized ceilings.



There is a severe shortage of skilled workers in the province which is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '5'. The volume of work in this trade is exceeding available workers. Regionally, there is a severe shortage of workers in Regina and Swift Current and a moderate shortage in Estevan-Weyburn, Moose Jaw, and Saskatoon. Rankings were not provided for the other regions in the province due to the lack of knowledge about these areas.

A severe labour shortage is expected to continue into 2008. Labour market conditions are expected to become less severe for 2009 and 2010 but this will depend on the number of new projects that occur.

Ranking of Provincial Labour Market Conditions for Drywall and Acoustical Mechanics					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	3	3	3	3
2006 SATCC Trade Board Consultations	5	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	5	5	4	4

The trade board has raised the rankings of current and future labour market conditions compared to those provided by the Construction Sector Council, indicating tighter labour market conditions than had been anticipated in 2006.

Intra-provincial mobility is a current and future retention concern in this trade. Skilled workers are pursuing more attractive opportunities in other trades.

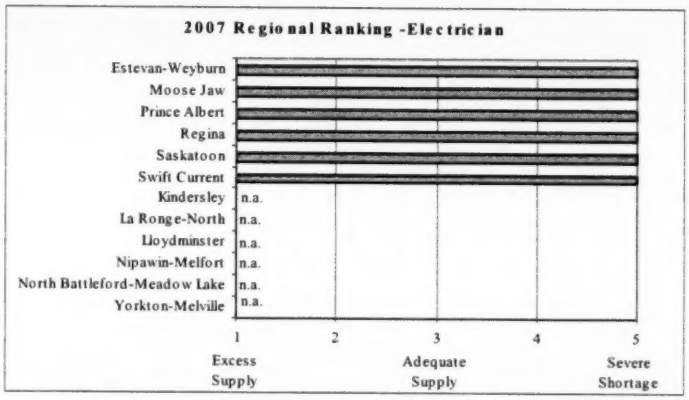
Employers and employees are using the same methods when filling or finding an opportunity in this trade. These methods include word-of-mouth, newspapers, online job postings, and employment programs. Employers are also posting their openings at the Saskatchewan Indian Institute of Technology.

Methods of Recruiting/Finding Work for Drywall and Acoustical Mechanics							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X			X		X

12. Electricians

Electricians install, repair, test and maintain wiring, controls, motors and other electrical devices in a variety of locations. The electrician trade is a "compulsory trade", meaning that workers must be a registered apprentice, journeyperson, or hold a special permit in order to work in the trade. The workforce consists of unionized workers that are dispatched from Saskatoon or Regina, and non-unionized workers.

There is a moderate shortage of skilled electricians in Saskatchewan. Provincial labour market conditions for 2007 are ranked at '4'. There is a severe shortage of workers in Estevan-Weyburn, Moose Jaw, Prince Albert, Regina, Saskatoon, and Swift Current. Rankings were not provided for the other regions in the province due to lack of information in these areas.



The labour shortage is expected to continue for the next three years. There is a possibility that the shortage may become more severe over the next three years depending on the number of large work projects and expansions in the resource sector.

Ranking of Provincial Labour Market Conditions for Electricians					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	3.5	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The trade board has raised the rankings of future labour market conditions compared to the rankings provided by the Construction Sector Council, indicating tighter labour market conditions than had been anticipated for 2009 and 2010.

The aging and retirement of workers is a current and future concern. There are retention and recruitment issues within the province. With many jobs available, electricians are taking advantage of better opportunities. Workers are now less likely to pursue out-of-province work than they were in the past. This is expected to continue in the future.

Employers and employees use word-of-mouth, newspapers, and online job postings when searching for workers or work.

Methods of Recruiting/Finding Work for Electricians							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X			X		

13. Electronics Assemblers

Electronics assemblers assemble, repair and test circuit boards and other electronic components, primarily in manufacturing facilities.

There is a provincial shortage of skilled electronics assemblers that is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '4'. The type of work that requires electronics assemblers is concentrated in Saskatoon, to a lesser extent in Regina, and one company which operates in Elbow. These areas are experiencing a shortage of skilled workers. There are no employers in other areas of the province.[1]

This shortage of skilled workers is expected to carry forward for the next three years. Most employers require security clearance checks before employment, which can discourage new workers. Many workers are also drawn out of the trade to work in other jobs in the cities.

Ranking of Provincial Labour Market Conditions for Electronics Assemblers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

Retention and recruitment is a current and future concern in this trade. There is an abundance of other opportunities in the cities that are at the same income level as the opportunities in this trade. Retirement is a current and future concern in this trade. This is occurring mostly in the management and support areas of companies, creating upward movement within the company, creating a shortage in the lower paid positions.

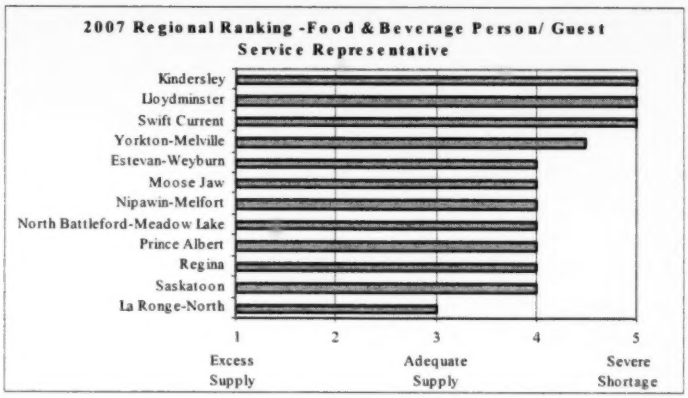
Employers and employees are using the same methods such as word-of-mouth, newspapers, online job posting, and job fairs to advertise or look for work. Employers are also offering hiring bonuses to staff if they recruit people to come work for the company.

Methods of Recruiting/Finding Work for Electronics Assemblers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X			X		X

[1] No regional graph is included as the workforce is concentrated in Regina and Saskatoon.

14. Food & Beverage Persons/Guest Service Representatives

Food and beverage persons sell and serve food and beverage products and mix and prepare alcoholic and non-alcoholic beverages. Guest service representatives promote, sell and book accommodations, products and services.



There is a moderate shortage of skilled food and beverage persons/guest service representatives in the province that is expected to become more severe over the next few years. The provincial labour market conditions for 2007 are ranked at a '4'. There is a severe shortage of workers in Kindersley, Lloydminster, and Swift Current. Conditions are causing businesses to limit hours of operation. All other regions have a moderate shortage of workers except for La Ronge-North which has an adequate supply due to competitive wages offered to workers in this region.

Labour shortages are expected to become more severe over the next three years.

Ranking of Provincial Labour Market Conditions for Food & Beverage Persons/Guest Service Representatives					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	5	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

The food and beverage person/guest service representative trade is often the first point of contact for young people when they enter the workforce. Those who stay in this industry are often promoted within the organization. These occupations also sometimes act as a springboard to other hospitality occupations or trades. Employers are struggling to find workers as the pool of available workers is small and there is a lack of competitive wages in this industry. As the target age group to work in this trade is younger, retirement and aging is not a major concern.

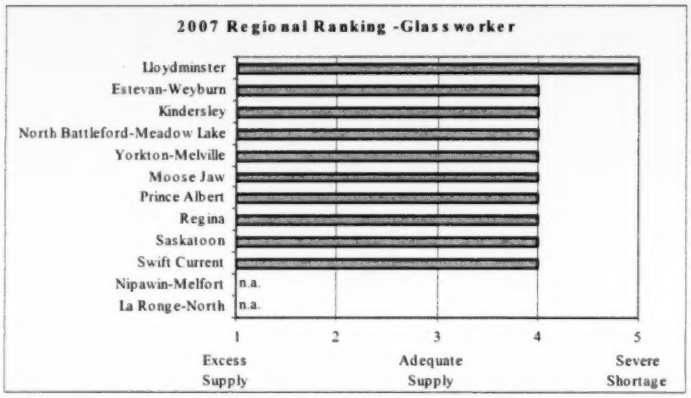
Employers and employees are using the same methods when recruiting or looking for opportunities in this trade. These methods include word-of-mouth and postings in newspapers and online. Employees are also attending job fairs.

Methods of Recruiting/Finding Work for Food & Beverage Persons/Guest Service Representatives							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X			X		X

15. Glassworkers

People working in this trade cut, prepare, fabricate and install glass in residential, commercial and industrial structures, and in furniture and motor vehicles.

There is a moderate shortage of skilled glassworkers in the province that is expected to continue over the next few years. The provincial labour market conditions for 2007 are ranked at a '4'. There is a severe shortage of skilled workers in Lloydminster while the remaining regions are experiencing moderate shortages. Rankings were not provided for two regions in the province due to lack of information in these areas.



Labour shortages are expected to persist over the next three years as activity in the province is expected to level off.

Ranking of Provincial Labour Market Conditions for Glassworkers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	N/A	N/A	N/A	N/A	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

With higher wages in the oil industry and elsewhere, there are current and future concerns of skilled workers leaving either the province or the trade for more attractive opportunities. There are also future and current concerns of aging and retirements in this trade.

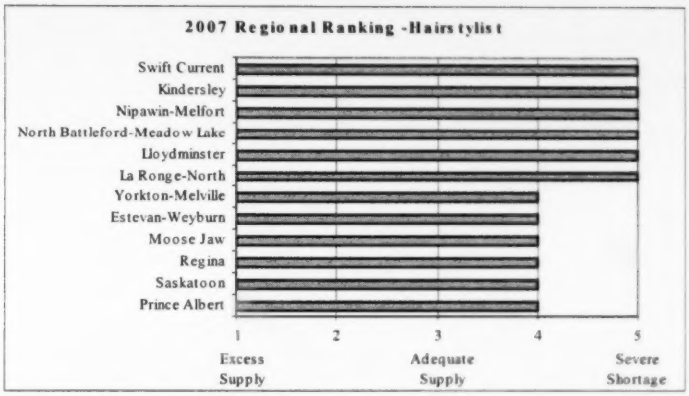
Employers and employees are using the same methods when recruiting or looking for an opportunity in this trade. These methods include word-of-mouth, postings in newspapers and online and visiting Canada-Saskatchewan Career Employment Services offices. (This information was provided by two employers who may not be aware of all methods used by employees to look for opportunities.)

Methods of Recruiting/Finding Work for Glassworkers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X			X		X

16. Hairstylists

Hairstylists shampoo, cut, style and chemically alter hair. Additionally, they perform related skills in retail and customer service.

There is a moderate provincial shortage of skilled hairstylists, based on the provincial labour market conditions for 2007 ranking of a '4'. All regions of the province are experiencing shortages. There is a severe shortage of hairstylists in Swift Current, Kindersley, Nipawin-Melfort, North Battleford-Meadow Lake, Lloydminster, and La Ronge-North. The rest of the regions of the province are experiencing moderate shortages.



Future labour market conditions are expected to stay the same for the next three years at a provincial labour market condition ranking of '4'.

Ranking of Provincial Labour Market Conditions for Hairstylists					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	3	3	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

There are current and future staffing concerns for hairstylists as they move to other jobs within and outside the province. Aging and retirement is also a current and future concern.

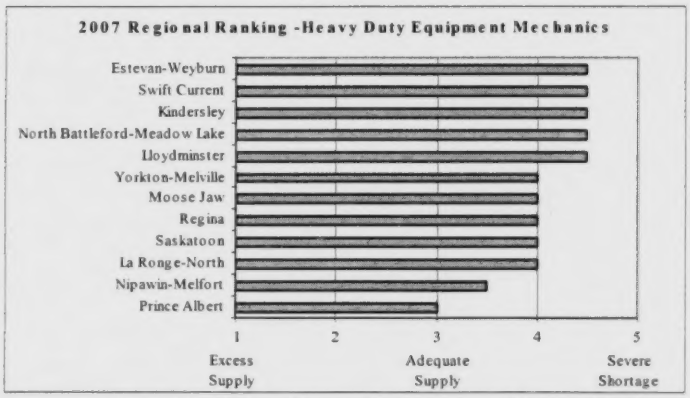
Employers and employees are using word-of-mouth when recruiting or looking for an opportunity in this trade. Employees are also looking for job postings at trade schools.

Methods of Recruiting/Finding Work for Hairstylists							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X						
Employee	X						X

17. Heavy Duty Equipment Mechanics

Heavy duty equipment mechanics maintain, service and overhaul large mobile equipment used in construction, mining, forestry, and other material handling applications.

There is a moderate shortage of skilled heavy duty equipment mechanics in the province. The provincial labour market conditions are ranked as a '4' for 2007. The only region that is not experiencing a shortage is Prince Albert.



A moderate shortage of heavy duty equipment mechanics is anticipated over the next three years. Engineering is becoming more complicated and it is increasing the need for trained mechanics. However, aboriginal and youth apprenticeship programs are moderating what would be a severe shortage of workers.

Ranking of Provincial Labour Market Conditions for Heavy Duty Equipment Mechanics					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	4	3
2006 SATCC Trade Board Consultations	3	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The provincial ranking for labour market conditions in 2007 is the same as the ranking provided by the Construction Sector Council but lower than the 2006 trade board consultations. The trade board anticipates that labour market conditions will not be as tight over the next couple years as was previously forecast.

Inter- and intra-provincial mobility of workers is a current and future concern for this trade. Rotational schedules in Fort McMurray are allowing employees to live in Saskatchewan while they work in Fort McMurray. There is a concern about aging and retirements because the average age of skilled workers in this trade is higher than most.

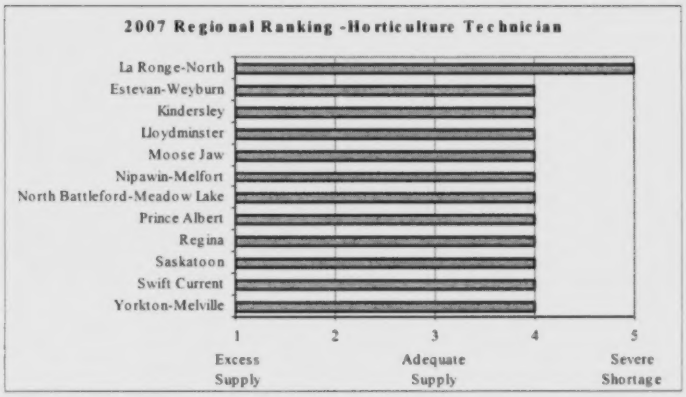
Both employers and employees are using word-of-mouth and online job postings when filling or finding a position in this trade. Although it is occurring less often, employers are still advertising job openings in newspapers. They are also recruiting skilled workers through the SATCC, SIAST, and student exchange programs.

Methods of Recruiting/Finding Work for Heavy Duty Equipment Mechanics							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X		X	X		X
Employee	X				X		

18. Horticulture Technicians

Horticulture technicians are involved in growing, installing, maintaining and selling plants and related materials. They landscape, operate greenhouses, nurseries and garden centres, and move trees.

There is a moderate shortage of skilled horticulture technicians in the province. The provincial labour market conditions for 2007 are ranked as a '4'. La Ronge-North is experiencing severe shortages of skilled workers in this trade. All other regions in the province have a moderate shortage of skilled horticulture technicians.



Labour market conditions are expected to become more severe in the next three years, with a provincial ranking of '5' from 2008 to 2010. While there is no shortage of work in this trade, there is a shortage of skilled workers. This shortage is intensified by the lack of training opportunities for this trade.

Ranking of Provincial Labour Market Conditions for Horticulture Technicians					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	3	3	3	3	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

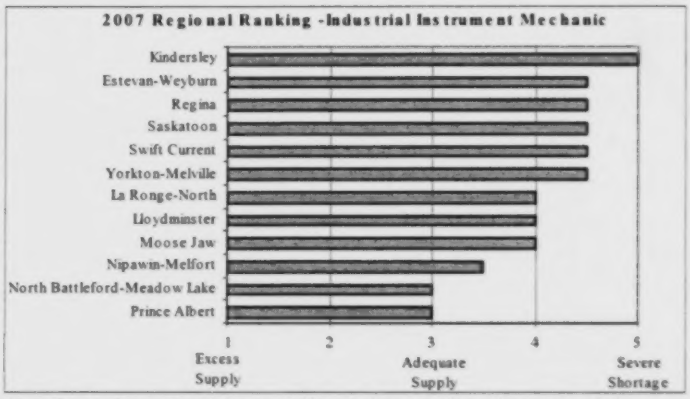
There are current and expected staffing concerns. Workers are moving to other occupations in the province due to low wages and lack of benefits in this trade. Temporary labour is available while skilled workers are not. The aging and retirement of workers is a current concern for municipalities that hire this trade.

Employers and employees are using both word-of-mouth and job postings in newspapers when recruiting or looking for opportunities in this trade. Employers are also posting opportunities online.

Methods of Recruiting/Finding Work for Horticulture Technicians							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X					

19. Industrial Instrument Mechanics

Industrial instrument mechanics maintain, diagnose, calibrate and repair measurement and control systems in commercial and industrial settings.



There is a moderate shortage of skilled industrial instrument mechanics in the province that is expected to worsen over the next few years. The provincial labour market conditions for 2007 are ranked as a '4'. There is a severe shortage of skilled workers in Kindersley. In most other regions, workers are not available to fill open positions to keep up with the level of activity. There is an adequate supply of workers in Prince Albert due to the closure of the Weyerhaeuser plant. There is some downturn in activity occurring in North Battleford-Meadow Lake, leaving this region with an adequate supply of workers as well.

The shortage of skilled workers in this trade is expected to worsen in the next three years. People that work in this trade are difficult to find and this will become more difficult once the baby boomers start to retire.

Ranking of Provincial Labour Market Conditions for Industrial Instrument Mechanics					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	3	3	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	4.5	5	5

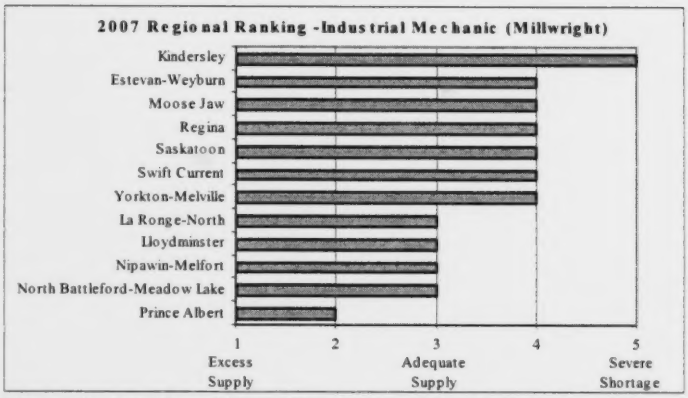
Trade board participants have current and future concerns regarding inter-provincial mobility of workers. Many skilled workers in this trade are still moving to Alberta for better opportunities. The aging and retirement of workers is a current concern; however this concern is expected to intensify in the future.

Employers and employees are using the same methods when recruiting or looking for opportunities in this trade. These methods include word-of-mouth, newspapers, online job postings, and trades journals/newsletters. Employees are also looking for opportunities at union halls.

Methods of Recruiting/Finding Work for Industrial Instrument Mechanics							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X	X	
Employee	X	X	X		X	X	

20. Industrial Mechanics (Millwrights)

Industrial mechanics (millwrights) install, repair and maintain machinery which is used in factories, mines and production facilities.



There is a shortage of skilled industrial mechanics (millwrights) in the province that is expected to worsen over the next few years. The provincial labour market conditions for 2007 are ranked as a '4', indicating that a shortage of skilled workers exists. Some regions of the province have an adequate supply of workers including La Ronge-North, Lloydminster, Nipawin-Melfort, North Battleford-Meadow Lake. Prince Albert has a surplus of skilled workers due to the shutdown of Weyerhaeuser. All other regions in the province have labour shortages including Kindersley, which has a severe shortage of skilled workers.

The labour shortage is expected to continue in 2008 and worsen in 2009 and 2010. Expected future projects as well as retirements are the primary reason for these rankings.

Ranking of Provincial Labour Market Conditions for Industrial Mechanics (Millwrights)					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	5	5

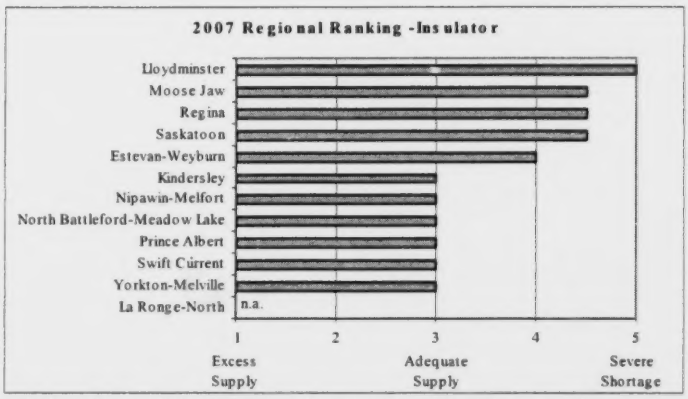
Inter- and intra-provincial mobility of workers is a current and future concern. The aging or retirement of workers is also a current and future concern.

Employers and employees are using the same methods when recruiting or looking for an opportunity in this trade. These methods include word-of-mouth and job postings in newspapers and online.

Methods of Recruiting/Finding Work for Industrial Mechanics (Millwrights)							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X			X		

21. Insulators

Insulators maintain and apply thermal insulation to commercial and industrial structures and equipment.



There is a shortage of skilled insulators in the province that is expected to become more severe over the next few years. Provincial labour market conditions for 2007 are ranked as a '4.5', indicating a shortage of workers. There is a large amount of activity in this trade. Crews are often operating short of workers and companies are being forced to buy manufactured fittings rather than making them. Workers are located across the province, but dispatched out of Regina. Many regions are considered to have an adequate supply of labour. However, because the majority of industrial construction activity is in Lloydminster, Moose Jaw, Regina, Saskatoon, and Estevan-Weyburn and these regions are experiencing shortages in this trade, the overall provincial ranking is high. A ranking was not provided for the La Ronge-North region due to lack of information about this area.

Labour shortages are expected to become more pronounced over the next three years, increasing the provincial ranking to a '5'. If proposed industrial projects over the next three years proceed, a severe labour shortage will likely occur.

Ranking of Provincial Labour Market Conditions for Insulators					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4.5	5	5	5

The outlook for provincial labour market conditions is more severe than the ranking provided by the Construction Sector Council. The trade board anticipates tighter labour market conditions in the latter part of the decade than previously forecast.

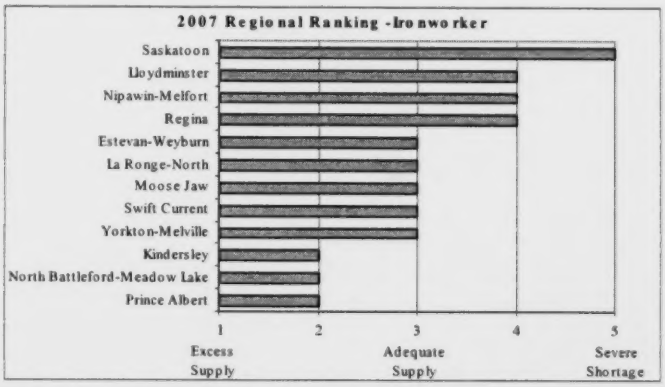
The retention of workers is currently a minor staffing concern. The aging or retirement of workers is an expected long-term concern.

Employers and employees use methods such as word-of-mouth, union halls, and online job postings when recruiting or looking for a position in this trade. Employees are also looking for opportunities posted in newspapers.

Methods of Recruiting/Finding Work for Insulators							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X		X		X		
Employee	X	X	X		X		

22. Ironworkers

Individuals working in this trade field fabricate and weld rebar. They also handle, cut, sort, bend, tie and install rebar and other materials used in reinforcing concrete. Ironworker structural workers field fabricate, weld, cut, erect and dismantle structural, miscellaneous and ornamental metal work. They also erect and place pre-cast concrete, and rig and place machinery and equipment.



A provincial shortage of skilled ironworkers, both structural and rebar, is expected to continue over the next few years. The provincial labour market conditions for 2007 are ranked as a '4', indicating a labour shortage. Most regions in the province have an excess or adequate supply of workers, primarily because there is limited demand for these workers outside of the major centres. In Saskatoon there is a severe shortage of skilled workers due to longer work projects and worker turnover. The trade board noted Coronach as a special case. The town is experiencing a moderate shortage of workers. Projects taking place in this area are requiring employers to bring in workers from out of town, therefore creating accommodation issues.

The provincial labour shortage in this trade is expected to continue for the next three years due to on-going demand related to projects such as the Co-Op Refinery expansion in Regina, the Cory potash mine expansion in Saskatoon and the upgrades to the power station in Coronach.

Ranking of Provincial Labour Market Conditions for Ironworkers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	4	4	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The provincial ranking for labour market conditions in 2007 remains unchanged from the ranking provided by the Construction Sector Council for the next couple of years but forecasts a tighter labour market in 2009 and 2010.

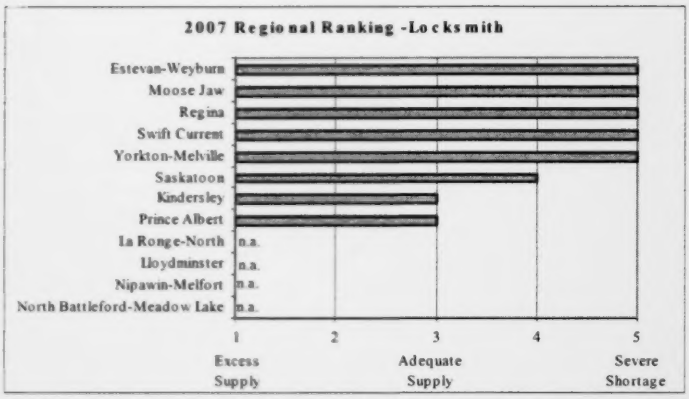
There are currently minimal recruitment or retention issues for skilled workers in this trade, even though work volume has increased. Employers are recruiting ironworkers from Eastern Canada. Aging and retirements are future concerns although many skilled ironworkers are moving to part-time work instead of retiring. This ease-out of the labour force is improving conditions currently.

Employers and employees are using the same methods for recruiting or finding work in this trade. Methods include word-of-mouth and postings at the union hall. Employers are also communicating opportunities to their customers and suppliers.

Methods of Recruiting/Finding Work for Ironworkers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X		X				X
Employee	X		X				

23. Locksmiths

Locksmiths evaluate and advise customers of security and access needs. Locksmiths install, adjust, and repair locks and safes, make keys, and change lock combinations. They work on residential, automotive, commercial and institutional locksets and door hinges and hardware. Locksmiths may also install and maintain more sophisticated security systems.



There is a shortage of skilled locksmiths in the province that is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '4'. There is a severe shortage of workers in Estevan-Weyburn, Moose Jaw, Regina, Swift Current, and Yorkton-Melville. Saskatoon has a moderate shortage of workers. There is an adequate supply of workers in Kindersley and Prince Albert. Rankings were not provided for other regions in the province due to lack of information about these areas. These areas may be served by larger centres such as Saskatoon and Prince Albert.

Labour shortages are expected to continue over the next three years, with a ranking of '4'.

Ranking of Provincial Labour Market Conditions for Locksmiths					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

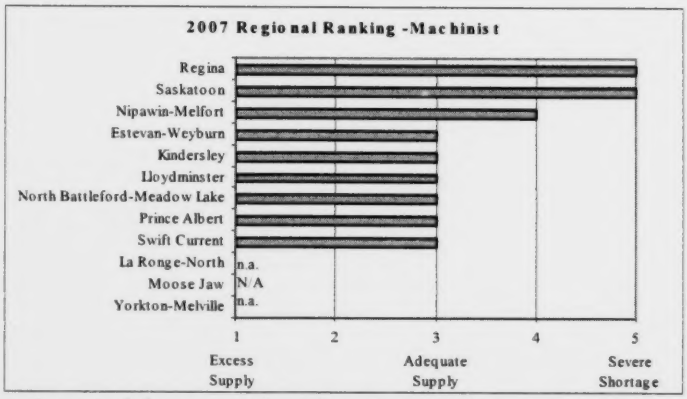
The aging and retirement of workers is a current and expected concern of this trade. Other recruitment and retention issues include the lack of awareness of the trade, doubt as to whether a living can be made in the trade, higher wages and other opportunities elsewhere.

Employers and employees use methods such as newspapers and online job postings when recruiting or looking for opportunities in this trade. (This information was provided by one employer who may not be aware of all methods used by employees to look for job opportunities.)

Methods of Recruiting/Finding Work for Locksmiths							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer		X			X		
Employee		X			X		

24. Machinists

Machinists work with metals and other materials and operate lathes, milling machines and other tools to produce shapes to a required finish and size.



There is a shortage of skilled machinists in the province which is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '4'. Some employers are finding it impossible to find machinists due to the amount of activity in their area. Regina and Saskatoon have a severe labour shortage due to a large amount of activity and lack of skilled workers. Most other regions have an adequate labour supply. There is not a large need for machinists in Moose Jaw therefore it was not given a ranking. Rankings were not provided for the other two regions due to lack of information about these areas.

Labour shortages are expected to continue for the next three years. In 2008 severe labour shortages are expected, however, in 2009 and 2010, the labour market pressures are expected to lessen due to employers in this trade becoming more familiar with recruiting workers from overseas.

Ranking of Provincial Labour Market Conditions for Machinists					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	5	5	5	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	3.5	3.5

There are some smaller current and future concerns relating to the migration of younger workers to other opportunities both within and out of the province.

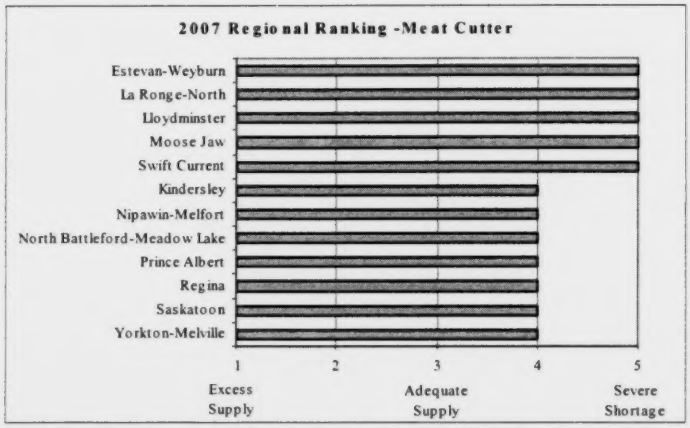
Employers and employees are using methods such as word-of-mouth, newspapers and online job postings when recruiting or looking for a position in this trade. Employers and employees are also using head hunters to help them find skilled workers.

Methods of Recruiting/Finding Work for Machinists							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X			X		X

25. Meat Cutters

Meat cutters perform carcass breaking, primal cuts, sub-primal cuts, counter-ready cuts, packaging, labeling and merchandizing of meat, poultry, and in some cases, seafood.

There is a provincial shortage of skilled meat cutters. Provincial labour market conditions for 2007 are ranked as a '4'. Employers are having difficulties recruiting enough workers. All regions in the province are experiencing shortages. Estevan-Weyburn, La Ronge-North, Lloydminster, Moose Jaw, and Swift Current are experiencing severe labour shortages.



These labour shortages are expected to become worse over the next three years due to a general lack of skilled workers in the province. However, employers are looking to immigration to find skilled workers in this trade.

Ranking of Provincial Labour Market Conditions for Meat Cutters					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

Inter-provincial mobility of workers is both a current and expected concern. The oil industry continues to draw workers from this trade. The aging and retirement of workers is also a current and future concern.

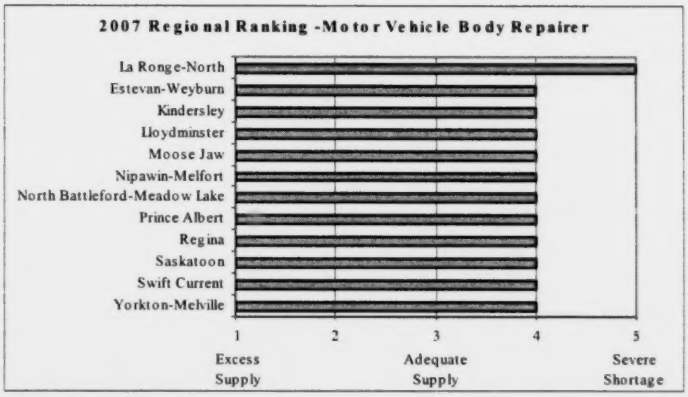
Employers and employees are using online job postings when recruiting or looking for opportunities in this trade. Employees are also attending job fairs to find work.

Methods of Recruiting/Finding Work for Meat Cutters							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X			X		X

26. Motor Vehicle Body Repairers

Motor vehicle body repair workers (also called autobody repair) service, repair, replace and refinish motor vehicle bodies and frames.

There is a moderate shortage of skilled motor vehicle body repairers that is expected to continue over the next few years. The provincial labour market conditions for 2007 are ranked as a '4'. There is a severe shortage of skilled workers in this trade in the La-Ronge-North region. All other regions in the province have moderate labour shortages attributed to the Alberta 'pull' and the oil fields.



With a ranking of '4' for labour market conditions, these shortages are expected to continue for the next three years but could change with the adoption of new technologies in the workplace, particularly the use of the water borne paint system.

Ranking of Provincial Labour Market Conditions for Motor Vehicle Body Repairers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The aging and retirement of workers is a current and expected staffing concern; older staff is changing responsibilities, leaving the need for more skilled workers in the field. There are current and expected retention concerns within the province due to skilled workers moving from shop to shop. Skilled workers are also being attracted to better pay in the oil industry in the southern part of the province.

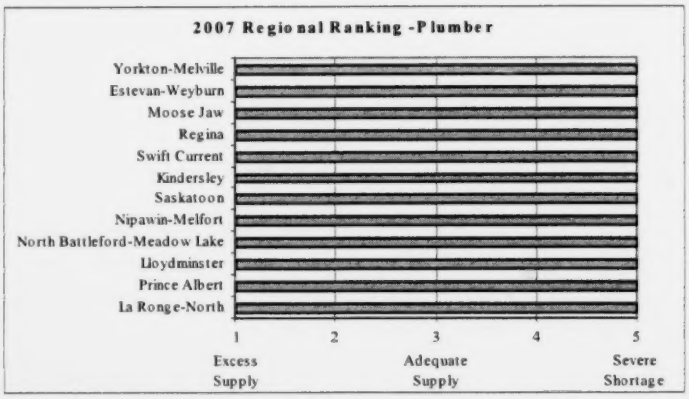
Employers and employees are using similar methods including word-of-mouth, newspapers, online job posting, and school job posting boards when recruiting or looking for work in this trade.

Methods of Recruiting/Finding Work for Motor Vehicle Body Repairers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		X
Employee	X	X			X		X

27. Plumbers

Plumbers install, replace and maintain water and sewage systems and hydronic heating systems in residential, commercial and industrial buildings. They may also be licensed to perform gasfitting work. Plumbing is a compulsory trade, meaning that workers must be a registered apprentice, journeyperson, or hold a special permit in order to work in the trade.

There is a severe shortage of skilled plumbers in the province which is expected to continue over the next few years. Projects in this trade are not being completed in a timely manner and work is being turned down because of the shortage. The provincial labour market conditions for 2007 are ranked as a '5' with all regions experiencing severe shortages of skilled workers.



Provincial labour shortages are expected to continue for the next few years, with a ranking of '5'. There is a large amount of plumbing work and not enough skilled trades people to do the work.

Ranking of Provincial Labour Market Conditions for Plumbers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	3	4	4	3	3
2006 SATCC Trade Board Consultations	4	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	5	5	5	5

The provincial rankings for labour market conditions are tighter compared to the rankings provided by the Construction Sector Council; however, the trade board expectations remain the same as previously forecast.

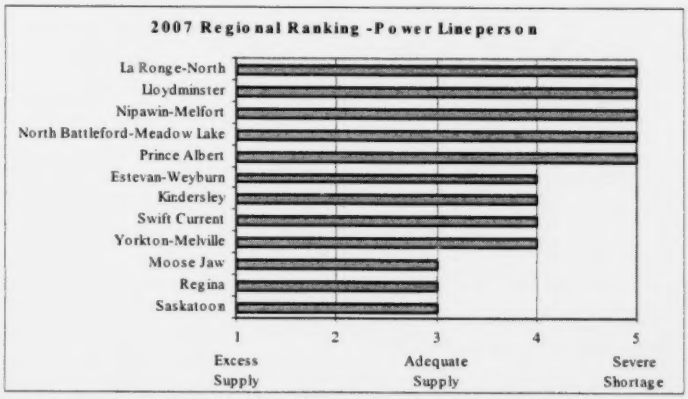
The mobility of workers within the province is both a current and future concern. Due to good economic conditions, there are many other opportunities available for new workers. Workers naturally follow the opportunities that best suit their needs. Competition for workers is intense as employers actively recruit plumbers from other companies by providing higher wages and improved benefits.

Employers and employees are using word-of-mouth, newspapers and the union hall as recruitment methods when attempting to fill or find a position in this trade. Employers are also using online job postings, trades journals/newsletters, and open houses to recruit skilled workers. Employees are attending career fairs to find opportunities.

Methods of Recruiting/Finding Work for Plumbers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X	X		X	X	X
Employee	X	X	X				X

28. Power Linepersons

Individuals working in this trade construct and maintain overhead and underground power lines and related equipment.



There is a shortage of skilled power linepersons in the province which is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '4' for this trade due to difficulties in finding skilled workers. Although most regions are experiencing shortages in this trade, Regina, Saskatoon, and Moose Jaw have an adequate supply of skilled workers. The regions in the northern part of the province are having the most difficulty finding skilled workers in this trade.

The labour shortage is expected to continue over the next three years with a provincial ranking of '4'. Employers are hoping that the increase in the number of apprentices will mitigate the retirements expected to occur in the future.

Ranking of Provincial Labour Market Conditions for Power Linepersons					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	4	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

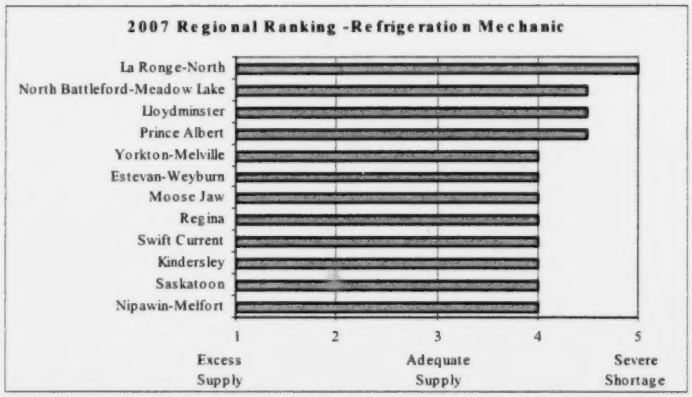
The aging and retirement of workers is a current as well as a future staffing concern in this trade. With the increase in economic activity in Saskatchewan, there are concerns about having an adequate number of skilled workers. There are concerns that recruitment and retention in rural and remote areas will be a problem in the future due to the draw of the larger centres.

Employers and employees are using the same methods when recruiting or looking for a position in this trade. These methods include word-of-mouth, newspaper and online postings, and union halls. Employees are also looking at opportunities posted on the boards at work.

Methods of Recruiting/Finding Work for Power Linepersons							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X	X		X		
Employee	X	X	X		X		X

29. Refrigeration Mechanics

Refrigeration mechanics install, maintain and repair primary and secondary refrigeration and cooling systems, in commercial and industrial settings. Refrigeration mechanics is a compulsory trade, meaning that workers must be a registered apprentice, journeyperson, or hold a special permit in order to work in the trade.



There is a shortage of skilled refrigeration mechanics in the province which is expected to become more severe over the next few years. The provincial labour market conditions for 2007 are ranked as a '4'. A shortage of workers is occurring throughout the province, with a severe shortage in La Ronge-North. This is a compulsory trade that only allows one apprentice for every journeyperson. The shortage is occurring in part because there are a limited number of companies that hire a limited number of available journeypersons, as a result, this restricts the number of new employees that can be registered as apprentices.

A provincial shortage of refrigeration mechanics is expected to become more severe over the next three years. The degree of the shortage in this trade will depend on activity in neighboring markets and the number of new workers that can be trained.

Ranking of Provincial Labour Market Conditions for Refrigeration Mechanics					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	4.5	4.5

The provincial ranking for labour market conditions for 2007 remains the same as the ranking provided by the Construction Sector Council, although the trade board anticipates tighter labour market conditions for the next three years.

This trade is a fast growing one and there are shortages of refrigeration mechanics in many other jurisdictions. Recruitment issues are of high concern because there are almost no qualified workers, in Saskatchewan or elsewhere, available to recruit. There are slight retention concerns with respect to skilled refrigeration mechanics changing their career paths or starting their own companies.

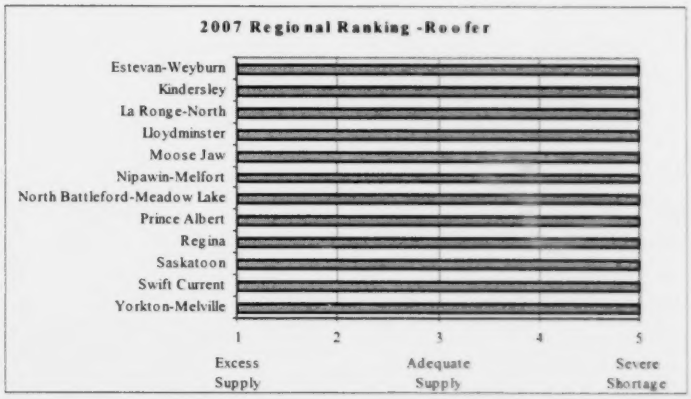
Employers and employees are using word-of-mouth when attempting to fill or find a position in this trade. Employers are also posting job opportunities at wholesalers.

Methods of Recruiting/Finding Work for Refrigeration Mechanics							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X						X
Employee	X						

30. Roofers

Roofers install and maintain built-up roofs, flat deck roofs, steep roofs and other roofs with a variety of covering materials.

There is a severe shortage of skilled roofers in the province that is expected to continue over the next few years. Provincial labour market conditions for 2007 are ranked as a '5'. All regions throughout the province are experiencing shortages of skilled workers. There are few skilled workers available at any time in any location. It is even difficult to find workers with no experience.



A severe shortage of roofers is expected to continue over the next three years due to the large amount of work and maintenance to be done. Currently, there is a lot of work in this trade and not enough resources to do it. The outlook for this trade could change if activity slows down.

Ranking of Provincial Labour Market Conditions for Roofers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	5	5	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	5	5	5	5

The trade board has raised the rankings of current and future provincial labour market conditions from a '4' to a '5' compared to the rankings provided by the Construction Sector Council, indicating tighter labour market conditions than were previously anticipated.

Intra-provincial mobility of workers is a current and future concern. The strong economy is offering more and better opportunities for skilled workers. Aging and retirement is also a future concern in this trade.

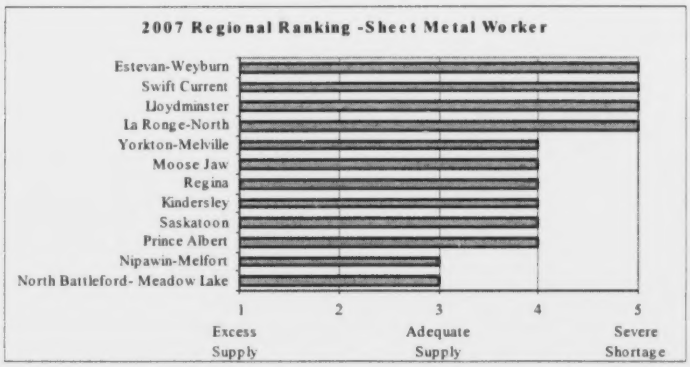
Employers and employees are using similar methods such as word-of-mouth and online job postings to find or fill a position in this trade. Employers are also posting ads in the newspaper. Employees are also approaching businesses directly.

Methods of Recruiting/Finding Work for Roofers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X				X		X

31. Sheet Metal Workers

Sheet metal workers use metal of 10 gauge or lighter to make and repair products and buildings. Sheet metal worker is a compulsory trade, meaning that workers must be a registered apprentice, journeyperson, or hold a special permit in order to work in the trade.

There is a shortage of skilled sheet metal workers in the province that is expected to continue over the next few years. The provincial labour market conditions for 2007 are ranked as a '4'. There are moderate to severe labour shortages occurring in all regions except for North Battleford-Meadow Lake and Nipawin-Melfort.



The shortage of skilled sheet metal workers within the province is expected to become more severe over the next few years as the labour market conditions received a ranking of '5'. The trade board anticipates that there will be an inadequate supply of workers for upcoming projects.

Ranking of Provincial Labour Market Conditions for Sheet Metal Workers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	4	4	4	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

Labour market conditions given by the trade board for 2007 remained the same as the rankings provided by the Construction Sector Council (CSC). The trade board anticipates a more severe shortage of skilled workers than was previously forecast by the CSC.

There are current and future staffing concerns about workers leaving and moving to other jobs in the province. The initial migration of workers to Alberta was very rapid; however, those workers returning to Saskatchewan are doing so in smaller numbers and at a slower pace. The aging and retirement of workers is also a current and future concern for this trade.

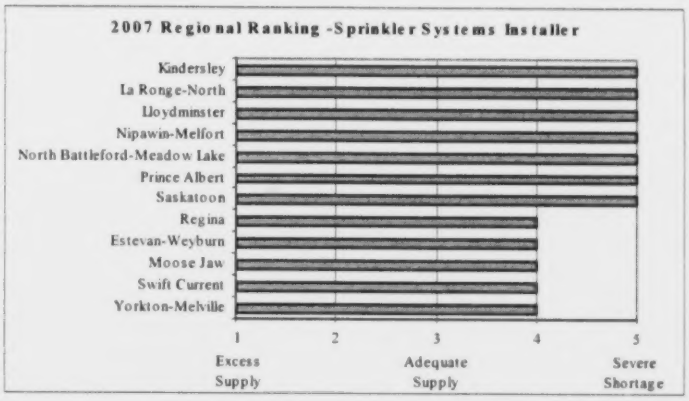
Employers and employees are using similar methods when attempting to fill or find a position in this trade. They are using word-of-mouth in addition to posting or looking for opportunities online. Employees are also looking for opportunities at school.

Methods of Recruiting/Finding Work for Sheet Metal Workers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X				X		
Employee	X				X		X

32. Sprinkler Systems Installers

Sprinkler systems installers install, test and repair fixed fire suppression systems.

There is a shortage of skilled sprinkler systems installers in the province that is expected to worsen over the next few years. The provincial labour market conditions for 2007 are ranked as a '4', indicating that there is a shortage of workers. All regions throughout the province are experiencing labour shortages. There are typically no workers stationed in remote areas. Regions experiencing a severe labour shortage are supplied out of Saskatoon while regions with moderate shortages are supplied out of Regina.



Growing labour demand is expected to cause severe shortages for the next three years.

Ranking of Provincial Labour Market Conditions for Sprinkler Systems Installers					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	3	3	4	3	3
2006 SATCC Trade Board Consultations	4	5	5	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	5	5	5

The provincial ranking for labour market conditions for 2007 has increased compared to the ranking provided by the Construction Sector Council. The trade board anticipates tighter labour market conditions over the next couple of years than were previously forecast.

There are current and future concerns about the inter- and intra-provincial mobility of workers. Workers in this trade are attracted to opportunities in Northern Alberta. They are also attracted to alternate trades such as pipefitting.

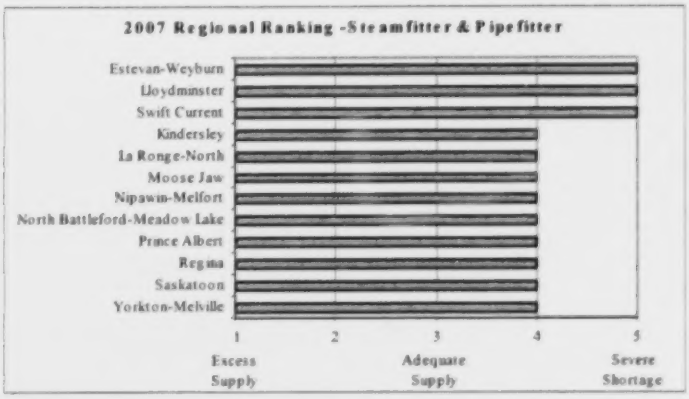
Employers and employees use word-of-mouth when recruiting or looking for opportunities in this trade. Employees also look for opportunities at union halls. (This information was provided by only employees who may not be aware of all methods used by employers to recruit skilled workers.)

Methods of Recruiting/Finding Work for Sprinkler Systems Installers							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X						
Employee	X		X				

33. Steamfitters and Pipefitters

Steamfitters and pipefitters install and repair low and high pressure piping systems and their components, including heating and processing applications. They may also be licensed as gasfitters.

There is a shortage of skilled steamfitters and pipefitters in the province that is expected to worsen over the next few years. Provincial labour market conditions for 2007 are ranked as a '4', indicating a labour shortage. All regions in the province are experiencing shortages, and in Estevan-Weyburn, Lloydminster, and Swift Current these shortages are severe.



The provincial labour shortage is expected to continue over the next three years due to increased economic activity. The projected labour market conditions for the next three years are between '4' and '5'.

Ranking of Provincial Labour Market Conditions for Steamfitters and Pipefitters					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	3	3	4	3	3
2006 SATCC Trade Board Consultations	4	5	5	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	4.5	4.5	4.5

The provincial ranking for 2007 labour market conditions has increased compared to the ranking provided by the Construction Sector Council (CSC). The trade board anticipates a tighter labour market over the next couple of years than was previously forecast by the CSC.

There are many opportunities in this trade that skilled workers are taking advantage of, creating a movement of workers within the province. Skilled workers are moving from commercial to industrial companies for more attractive wages. The aging and retirement of workers is a current and future concern. There is also a concern that workers will move out-of-province for work in the future.

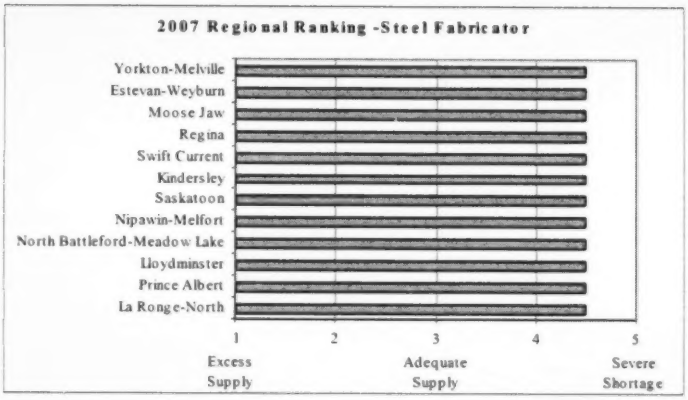
Employers and employees use postings at union halls as a method for recruiting or looking for a position in this trade. Employers also welcome walk-ins and post opportunities in newspapers and at training institutes.

Methods of Recruiting/Finding Work for Steamfitters and Pipefitters							
	Word-of-Mouth	Newspapers	Union Hall	ATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer		X	X				X
Employee			X				

34. Steel Fabricators

Steel fabricators layout, fabricate, cut and assemble structural steel, plate and miscellaneous metals.

There is a shortage of skilled steel fabricators in the province which is expected to continue over the next few years. The provincial labour market conditions for 2007 are ranked as a '4.5'. All regions are experiencing labour shortages as workers appears to be less interested in working in this trade compared to other trades.



The shortage of steel fabricators is expected to continue for the next three years with the ranking of provincial labour market conditions at a '4'. The shortage of skilled workers is expected to become more severe in southern Saskatchewan than in northern Saskatchewan.

Ranking of Provincial Labour Market Conditions for Steel Fabricators					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	4	4	3	3
2006 SATCC Trade Board Consultations	4	4	5	5	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The provincial ranking for 2007 labour market conditions remains unchanged compared to the ranking provided by the Construction Sector Council (CSC). However, the trade board anticipates a tighter labour market in the latter part of the decade than was previously forecasted by the CSC.

Intra-provincial mobility of workers is a current and future concern due to competing wages in adjacent markets. The aging and retirement of workers is a current and future concern for this trade, especially in southern Saskatchewan.

Employers and employees use word-of-mouth, newspapers, and online job postings as methods to find or fill a position in this trade. Employees also look on company websites for opportunities.

Methods of Recruiting/Finding Work for Steel Fabricators							
	Word-of-Mouth	Newspapers	Union Hall	ATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X			X		X

35. Tilesetters

Tilesetters construct, alter and repair structures with tile, granite, slate, marble, terrazzo and other similar materials.

There is a shortage of skilled tilesetters. The provincial labour market conditions for 2007 are ranked as a '4'. Every region in Saskatchewan is experiencing a moderate shortage of skilled workers and many regions are sourcing their labour from Saskatoon and Regina. There is no ranking provided for La Ronge-North due to lack of information about this area.

Current labour market conditions for tilesetters are expected to continue over the next few years.

Ranking of Provincial Labour Market Conditions for Tilesetters					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	4	3	3	4	4
2006 SATCC Trade Board Consultations	4	4	3	3	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The trade board raised the provincial ranking for 2007 labour market conditions from a '3' to a '4' compared to the rankings provided by the Construction Sector Council in spring 2007.

Current staffing issues involve competition from other companies who recruit trained workers to work for them. This issue is expected to continue into the future.

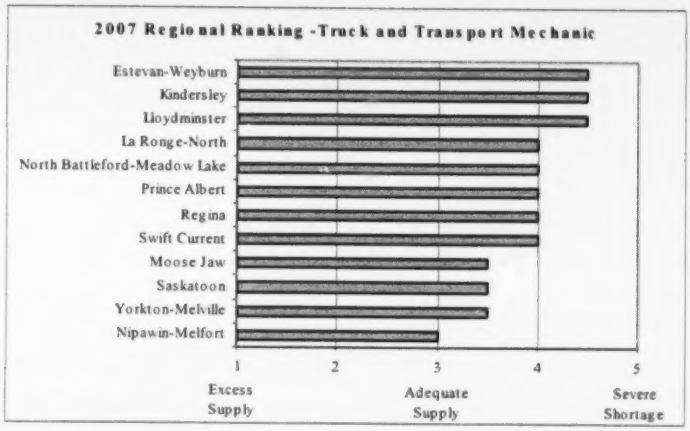
Employers and employees are using word-of-mouth when recruiting or looking for a position in this trade. Employers are also posting opportunities at union halls. (This information was provided by one employee who may not be aware of all methods used by employers to recruit skilled workers.)

Methods of Recruiting/Finding Work for Tilesetters							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X		X				
Employee	X						

36. Truck and Transport Mechanics

Truck and transport mechanics maintain and inspect motorized trucks, buses and road transport vehicles.

There is a moderate shortage of skilled truck and transport mechanics in the province, with provincial labour market conditions for 2007 ranked as a '4'. All regions are facing a shortage of skilled workers in this trade except for Nipawin-Melfort, which has an adequate supply. Estevan-Weyburn, Kindersley, and Lloyminster are facing the most severe shortages in the province.



A moderate shortage of truck and transport mechanics is expected over the next three years with the projected labour market condition ranked as a '4' for 2008-2010.

Ranking of Provincial Labour Market Conditions for Truck and Transport Mechanics					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 SATCC Trade Board Consultations	3	3	3	4	N/A
2007 SATCC Trade Board Consultations	N/A	4	4	4	4

The aging and retirement of workers is a current and future concern as workers in this trade have a high average age. Workers that move out-of-province for opportunities are also a current and future concern in this trade. Youth are not finding this trade attractive, possibly creating recruitment difficulties in the future.

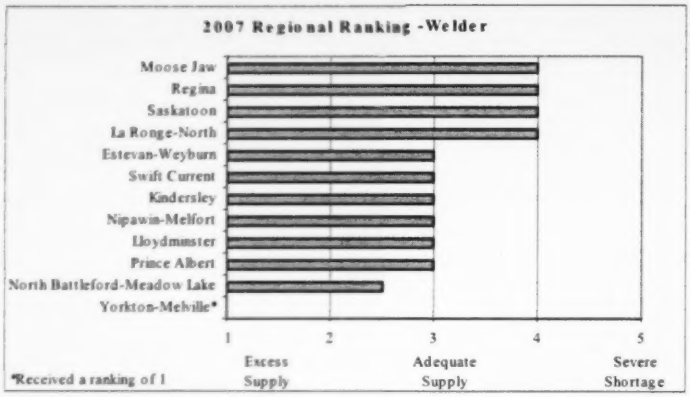
Employers and employees are using the same methods when recruiting or looking for opportunities in this trade. These methods include word-of-mouth and posting in newspapers and online.

Methods of Recruiting/Finding Work for Truck and Transport Mechanics							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X	X			X		

37. Welders

Welders join metals and plastics together using welding equipment. Welding is a generalized trade that has different certification requirements that welders can receive for production line welders, pressure welders or CWB certified welders.

There is adequate supply of skilled welders in the province that is expected to diminish over the next few years. The provincial labour market conditions for 2007 are ranked as a '3'. There are moderate shortages in the Moose Jaw, Regina, Saskatoon, and La Ronge-North regions. All other regions have an adequate or excess supply of skilled workers to fill this trade. People are beginning to return from the oil fields because of a slowing trend in that business.



A moderate shortage of welders is expected to occur in the province over the next few years with a ranking of '4' for provincial labour market conditions between 2008 and 2010. There is potential for a severe shortage of skilled workers if the economy continues to grow strongly.

Ranking of Provincial Labour Market Conditions for Welders					
Year and Source of Rankings	2006	2007	2008	2009	2010
2006 CSC Report	3	4	4	4	3
2006 SATCC Trade Board Consultations:	4.5	5	5	5	N/A
2007 SATCC Trade Board Consultations:	N/A	3	4	4	4

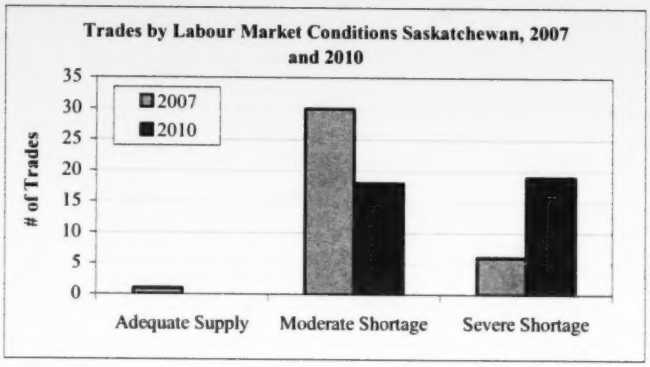
There are no current staffing concerns for skilled workers in this trade. There are, however, future concerns with respect to worker mobility in the province. Welders are attracted to opportunities in other trades. The aging and retirement of workers is also a future concern. The trade board decreased the ranking for provincial labour market conditions for 2007 from a '4' to a '3' compared to the ranking provided by the Construction Sector Council in spring 2007. The trade board also anticipates a more moderate shortage over the next few years than was previously forecast.

Employers and employees are using word-of-mouth as a method of recruitment when looking to fill or find a position in this trade. Employers are also posting opportunities in newspapers and online. Employees are looking for opportunities at school.

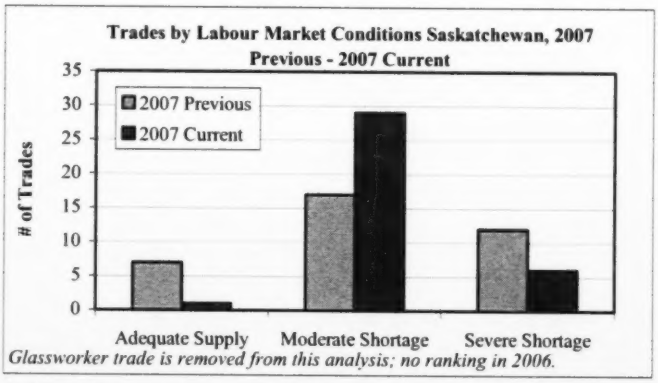
Methods of Recruiting/Finding Work for Welders							
	Word-of-Mouth	Newspapers	Union Hall	SATCC	Online Job Postings	Trades Journals/Newsletters	Other
Employer	X	X			X		
Employee	X						X

Summary: Increasing Skilled Trade Shortages are Expected

Provincially, only one trade has an adequate supply of skilled workers to meet labour market demand in 2007. The remaining trades have shortages; six of these trades are experiencing severe shortages.



Looking ahead to 2010, if economic and labour market trends continue, the trade boards expect to continue to have supply shortages in the province. Eighteen trades are expected to have moderate labour shortages and nineteen are expected to have severe labour shortages.

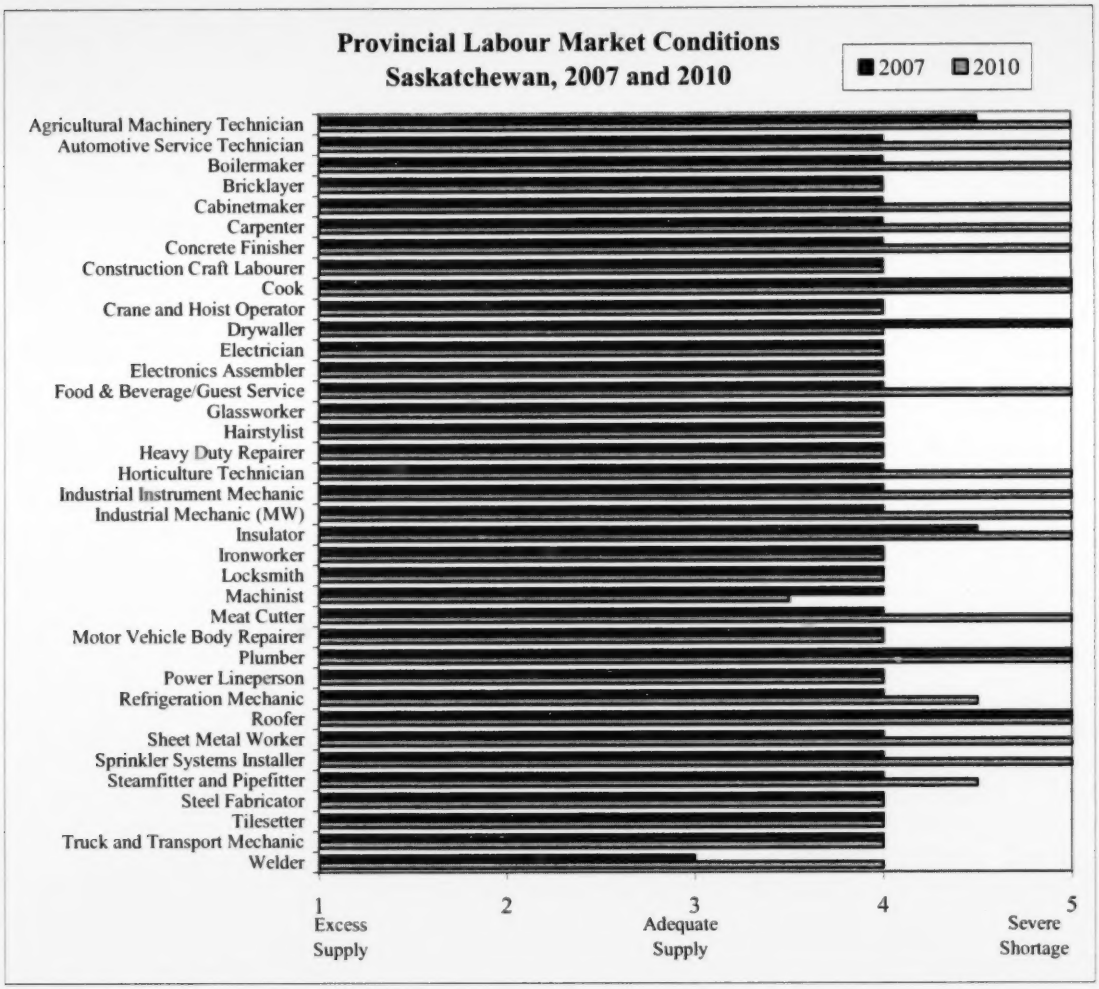


Glassworker trade is removed from this analysis; no ranking in 2006.

Labour market conditions are considered tighter than previously assessed in 2006. In 2006, twenty-nine trades anticipated shortages for 2007 and thirty trades anticipated shortages in 2008 and 2009. In 2007, updated rankings by the trade boards increased the number of trades expected to have shortages. In 2007, only one trade is expected to have an adequate supply of labour. In 2008 and 2009, no trades are expected to have an adequate supply of labour provincially; all trades expect supply shortages.

Half of Ranked Trades are Expected to have Severe Skill Shortages by 2010

Saskatchewan's strong economy is expected to continue to impact the supply of workers in the trades. All surveyed trades are expected to have moderate or severe labour shortages by 2010; no trades anticipate an adequate supply of labour provincially. Half of the trades are expected to experience severe labour shortages by 2010. Trades that anticipate severe labour shortages include: agricultural machinery technician, automotive service technician, boilermaker, cabinetmaker, carpenter, concrete finisher, cook, food and beverage servers/guest service representatives, horticulture technician, industrial instrument mechanic, industrial mechanic (MW), insulator, meat cutter, plumber, refrigeration mechanic, roofer, sheet metal worker, sprinkler systems installers, steamfitter and pipefitter.


Provincial Labour Market Conditions
Saskatchewan, 2007 and 2010
2007
2010
Agricultural Machinery Technician
Automotive Service Technician
Boilermaker
Bricklayer
Cabinetmaker
Carpenter
Concrete Finisher
Construction Craft Labourer
Cook
Crane and Hoist Operator
Drywaller
Electrician
Electronics Assembler
Food & Beverage/Guest Service
Glassworker
Hairstylist
Heavy Duty Repairer
Horticulture Technician
Industrial Instrument Mechanic
Industrial Mechanic (MW)
Insulator
Ironworker
Locksmith
Machinist
Meat Cutter
Motor Vehicle Body Repairer
Plumber
Power Lineperson
Refrigeration Mechanic
Roofer
Sheet Metal Worker
Sprinkler Systems Installer
Steamfitter and Pipefitter
Steel Fabricator
Tilesetter
Truck and Transport Mechanic
Welder
1
Excess Supply
2
3
Adequate Supply
4
5
Severe Shortage

Section Two – Regional Profiles

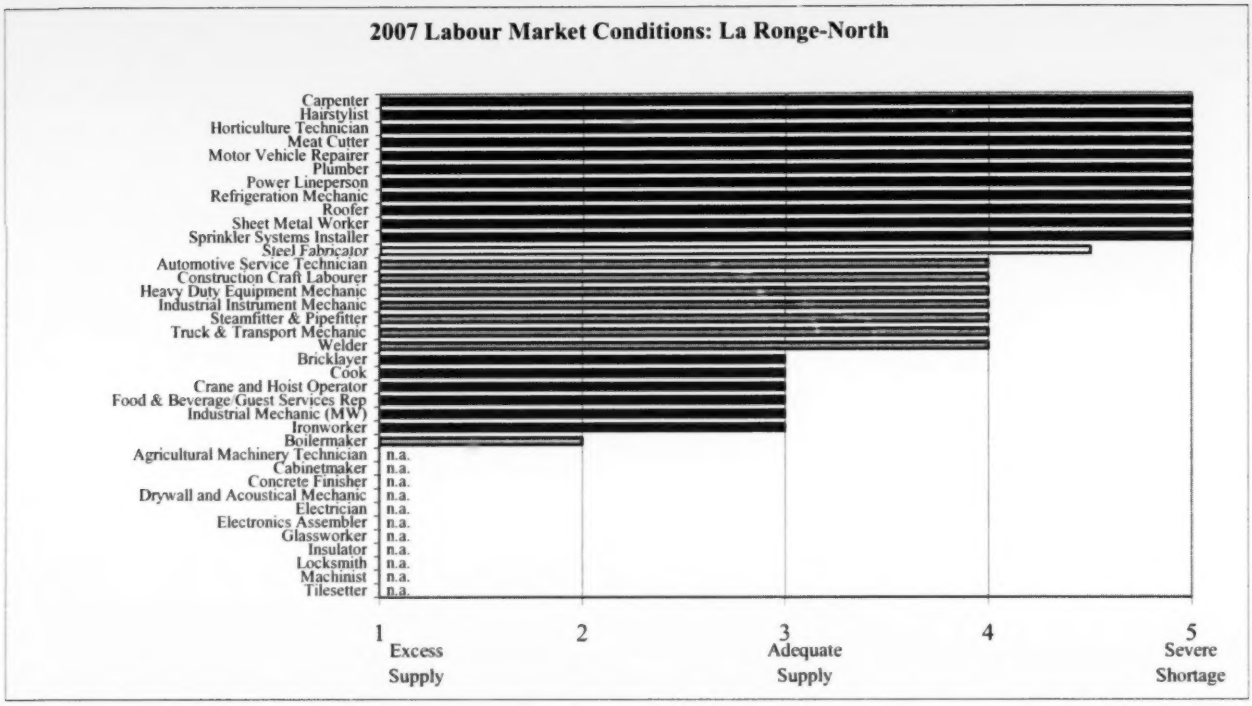
This section provides a regional perspective of labour market conditions for the trades. The trade boards were asked to provide trade-specific labour market conditions that were occurring in 2007 for twelve regions (major centres and surrounding areas) including:

1. La Ronge-North
2. Prince Albert
3. Lloydminster
4. North Battleford-Meadow Lake
5. Nipawin-Melfort
6. Saskatoon
7. Kindersley
8. Swift Current
9. Regina
10. Moose Jaw
11. Estevan-Weyburn
12. Yorkton-Melville

Each regional profile includes a graph that shows the 2007 ranking of labour market conditions for each trade in that region. Some trades, such as electronic assemblers, do not have a regional presence as the workforce is concentrated in Saskatoon and Regina only.

Any regional-specific factors that have been mentioned by the trade boards that affect the current and future labour market conditions or recruitment and retention are also included.

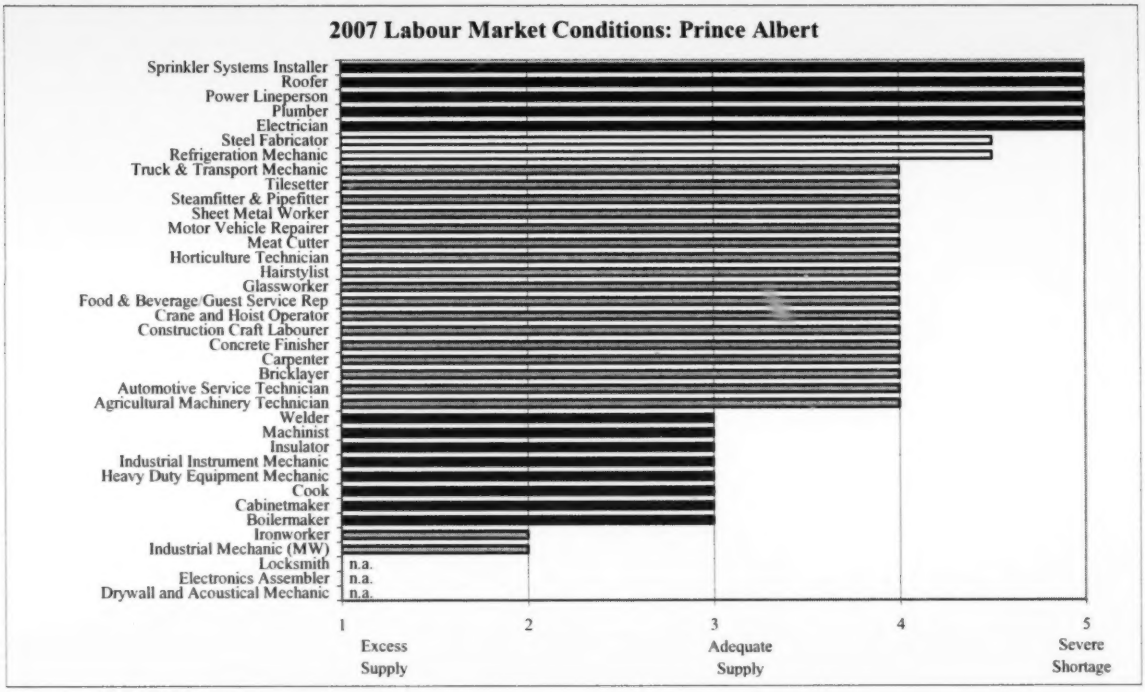
1. La Ronge-North Region



The La Ronge-North region has been experiencing a number of labour shortages for trade-related occupations. Several of the trades have an adequate supply of skilled workers, although 19 trades were experiencing shortages. Eleven of these trade shortages were considered severe and include: carpenters, hairstylists, horticulture technicians, meat cutters, motor vehicle repairers, plumbers, power linepersons, refrigeration mechanics, roofers, sheet metal workers, and sprinkler system installers. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within the region.

A major reason for shortages in most of the trades is the difficulties in attracting qualified workers to this more remote area of the province. As a result, employers are often required to source labour from outside the region including the major centres of Saskatoon and Regina. Despite higher unemployment in this region compared to other areas of the province, labour shortages persist because the available pool of local labour is not always qualified to fill the job requirements. This increases the need to find qualified workers from other regions.

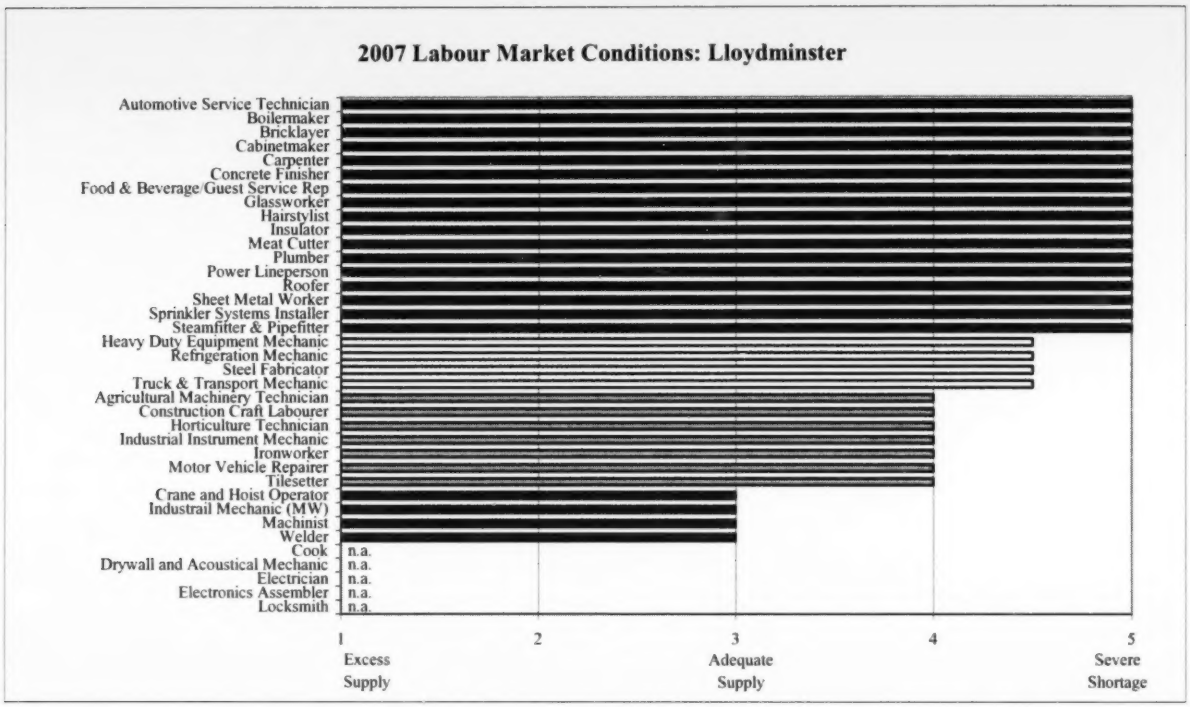
2. Prince Albert Region



The Prince Albert region has been experiencing a number of labour shortages for trade-related occupations. Several of the trades have an adequate supply of skilled workers, although 24 of the trades were experiencing shortages. Five of these trade shortages were considered severe and include: sprinkler system installers, roofers, power lineperson, plumber and electricians. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within this region.

The trades with an adequate supply or surplus of workers were impacted by the closure of the Weyerhaeuser plant. The shortages that are occurring are largely due to the high level of activity that is occurring in this region and the workers in the trades that are in surplus are not necessarily trained in the skills needed for the jobs that are available.

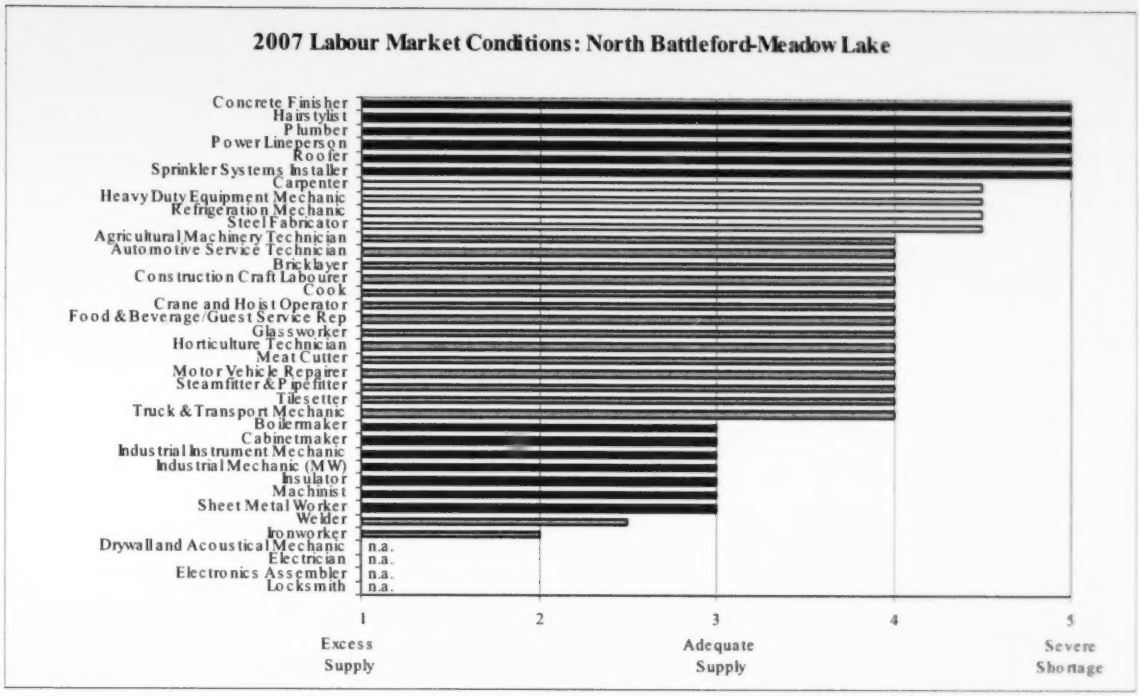
3. Lloydminster Region



There are a limited number of trades that have an adequate supply of skilled workers in the Lloydminster region. Twenty-eight trades are experiencing skilled worker shortages, with 17 of these trades having severe shortages. The trades experiencing severe shortages include: automotive service technicians, boilermakers, bricklayers, cabinetmakers, carpenters, concrete finishers, food and beverage servers/guest service representatives, glassworkers, hairstylists, insulators, meat cutters, plumbers, power linepersons, roofers, sheet metal workers, sprinkler system installers and steamfitters/pipefitters. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within this region.

In addition to work in the oil patch, there are a number of projects, including industrial shutdowns, which are creating a great deal of work in the trades. However, it was announced on December 5, 2007 that the expansion of the Husky Upgrader in Lloydminster has been deferred. This development will reduce the number of opportunities available for certain trades.

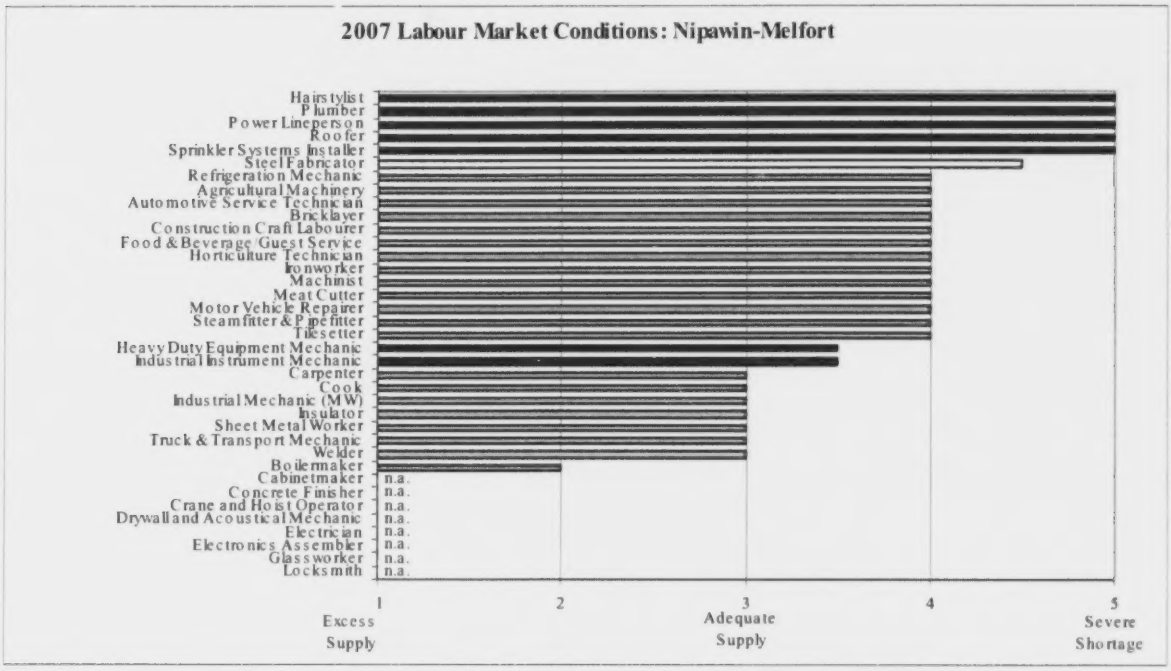
4. North Battleford-Meadow Lake Region



The North Battleford-Meadow Lake region has an adequate supply of workers for several of the trades. There is a surplus of ironworkers. However, employers are still having difficulties finding workers for many trades. Twenty-four of the trades are experiencing a shortage of workers. Six of these trades have severe shortages and include: concrete finishers, hairstylists, plumbers, power linepersons, roofers and sprinkler system installers. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within the region.

This region has nine trades with an adequate or surplus supply of skilled workers due to a slowdown in economic activity in the region. The workers in the trades that are in surplus are not necessarily trained in the skills needed for the jobs that are available.

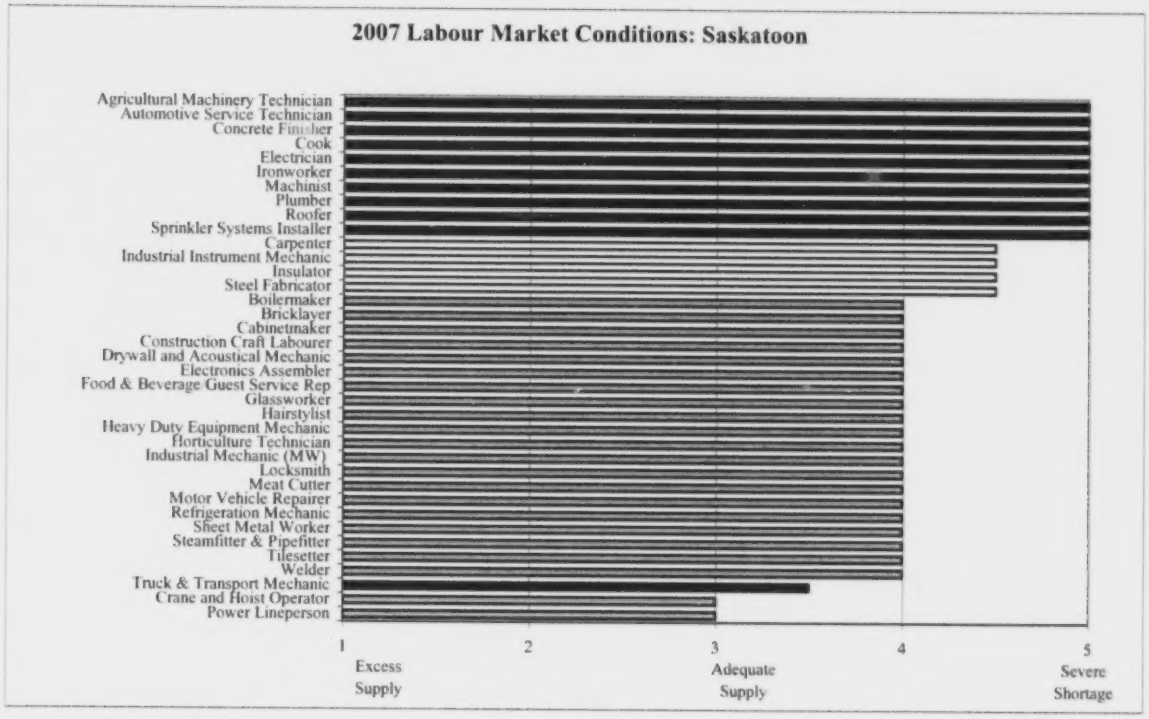
5. Nipawin-Melfort Region



The Nipawin-Melfort region has been experiencing skilled worker shortages for 21 of the trades. Five of these trades have severe shortages and include: hairstylists, plumbers, power linepersons, roofers and sprinkler system installers. Six of the trades in this region have an adequate supply of workers and include: carpenter, cook, industrial mechanic (MW), insulator, sheet metal worker, truck and transport mechanic and welder. There is a surplus of boilermakers in this region. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within the region.

Qualified and trained workers are generally not available in the region, partly due to location, but also because qualified people are being drawn to the oil fields in pursuit of better wages and opportunities. In many cases, employers are sourcing labour from outside the region, including the major centres of Saskatoon and Regina.

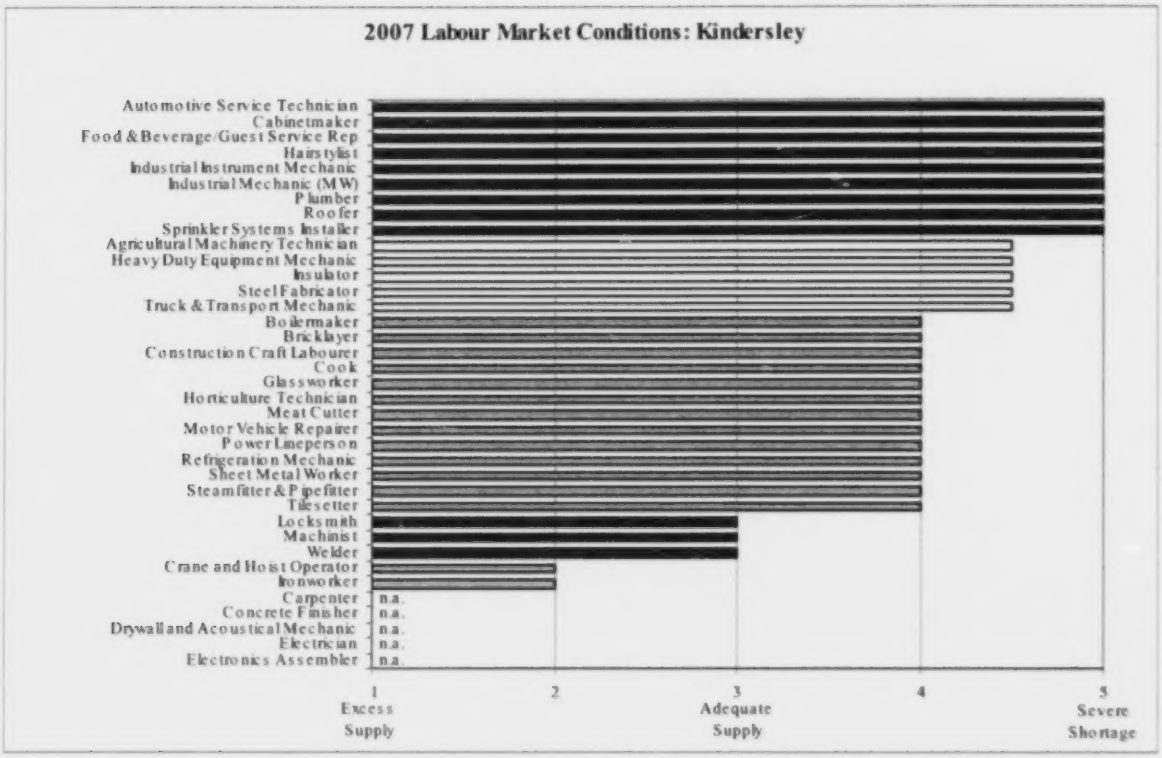
6. Saskatoon Region



The Saskatoon region is experiencing labour shortages in almost all of the trades because qualified workers are not locally available to meet growing demand. Thirty-five trades are experiencing skilled labour shortages. Ten of these trades have severe shortages and include: agriculture machinery technicians, automotive service technicians, concrete finishers, cooks, electricians, ironworkers, machinists, plumbers, roofers and sprinkler system installers. The two trades with an adequate supply of workers are crane and hoist operators and power linepersons.

There is a large amount of economic activity occurring in this region which is creating a large demand for skilled workers. Skilled workers are not being recruited fast enough to fill the demand needed. Saskatoon is a major centre in the province, and many employers are concentrated in this region. This enhances employment opportunities and in some situations workers are relocating to this city from other regions. There is a concentration of trades people in Saskatoon with many workers being outsourced to meet the needs of other smaller regions.

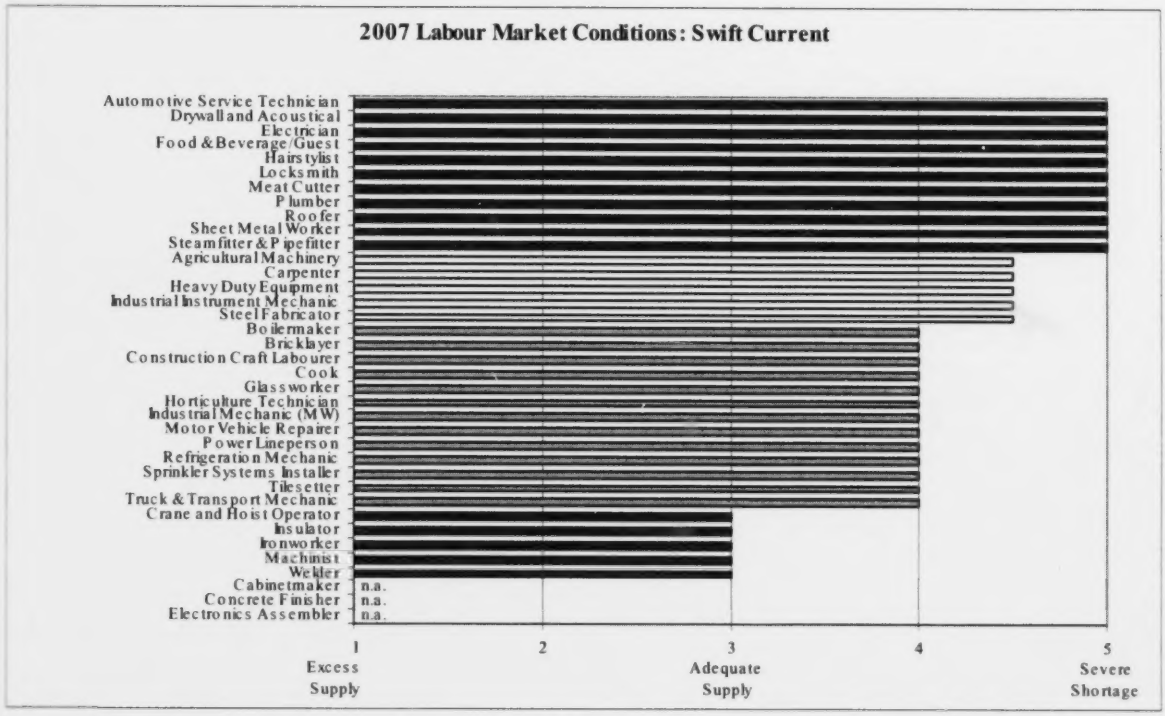
7. Kindersley Region



There is a high incidence of skilled trade shortages in the Kindersley region. Twenty-seven of the trades are experiencing shortages, with nine of these trades having severe shortages. These trades include: automotive service technicians, cabinetmakers, food and beverage servers/guest service representatives, hairstylists, industrial instrument mechanics, industrial mechanics (MW), plumbers, roofers, and sprinkler system installers. Some of the trades have an adequate supply of skilled workers to meet demand and there is a surplus of crane and hoist operators and ironworkers. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within the region.

Shortages are attributed to an increase in economic activity in the area. Location is also a factor for employers who are having difficulties attracting qualified workers to the area. This is causing employers to source labour from the major centres to meet their needs.

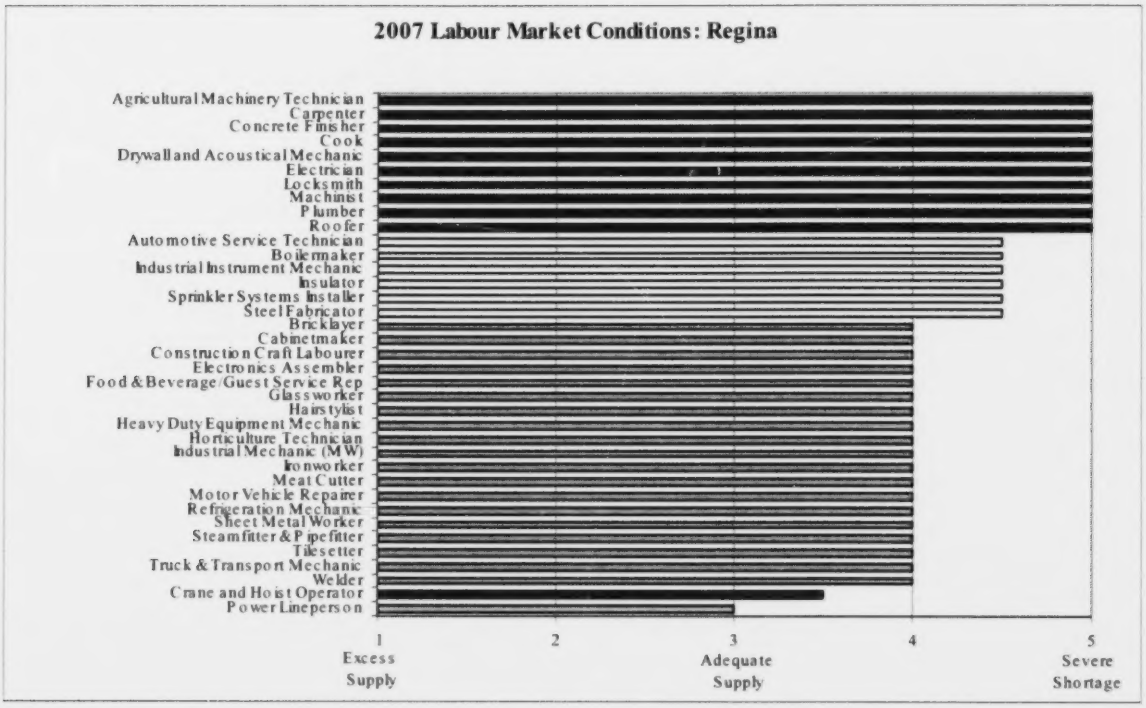
8. Swift Current Region



The Swift Current region has a large number of trades that are experiencing skill shortages. Twenty-nine of the trades have shortages, with 11 of these trades having severe shortages including: automotive service technicians, drywall and acoustical mechanics, electricians, food and beverage servers/guest service representatives, hairstylists, locksmiths, meat cutters, plumbers, roofers, sheet metal workers, and steamfitters/pipefitters. There are five trades with an adequate supply of workers; however, there are no trades with a surplus. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within this region.

Shortages are attributed to the availability of opportunities in other areas including the oilfields, even though work in the oilfield is slowing down. This is causing employers to compete for the qualified workers that are available. Workers are being called to this area from other areas to fill labour needs.

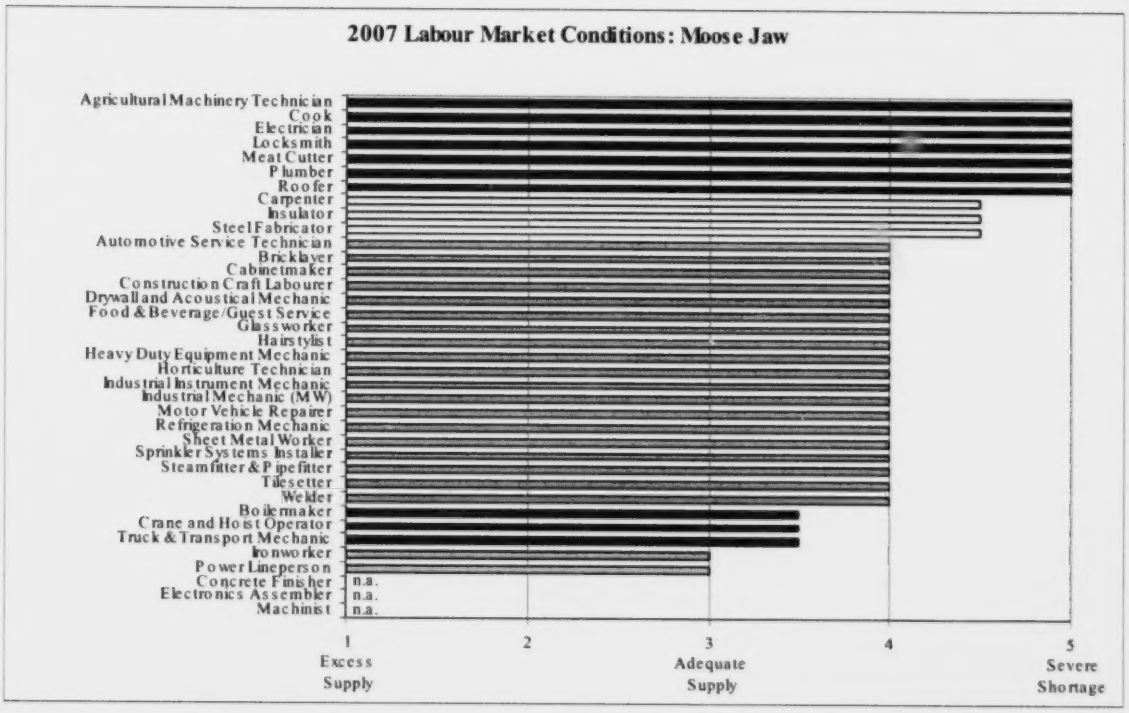
9. Regina Region



The Regina region is experiencing shortages of skilled people in several trades. Thirty-six of the trades have shortages, with ten of these trades having severe shortages including: agriculture machinery technicians, carpenters, concrete finishers, cooks, drywall and acoustical mechanics, electricians, locksmiths, machinists, plumbers and roofers.

There is a large amount of economic activity occurring in this region which is creating a large demand for skilled workers. The trade boards expect labour market conditions to tighten over the next few years and more shortages to occur. Skilled workers are not being recruited fast enough to fill demand. As a major centre, Regina is able to attract qualified labour. With this concentration of trades people, many workers are being outsourced to meet the needs of other smaller regions.

10. Moose Jaw Region



The Moose Jaw region has 32 trades that are experiencing skilled labour shortages. Seven of these trades have severe shortages and include: agricultural machinery technicians, cooks, electricians, locksmiths, meat cutters, plumbers and roofers. Ironworkers and power linepersons have an adequate supply of labour. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within this region.

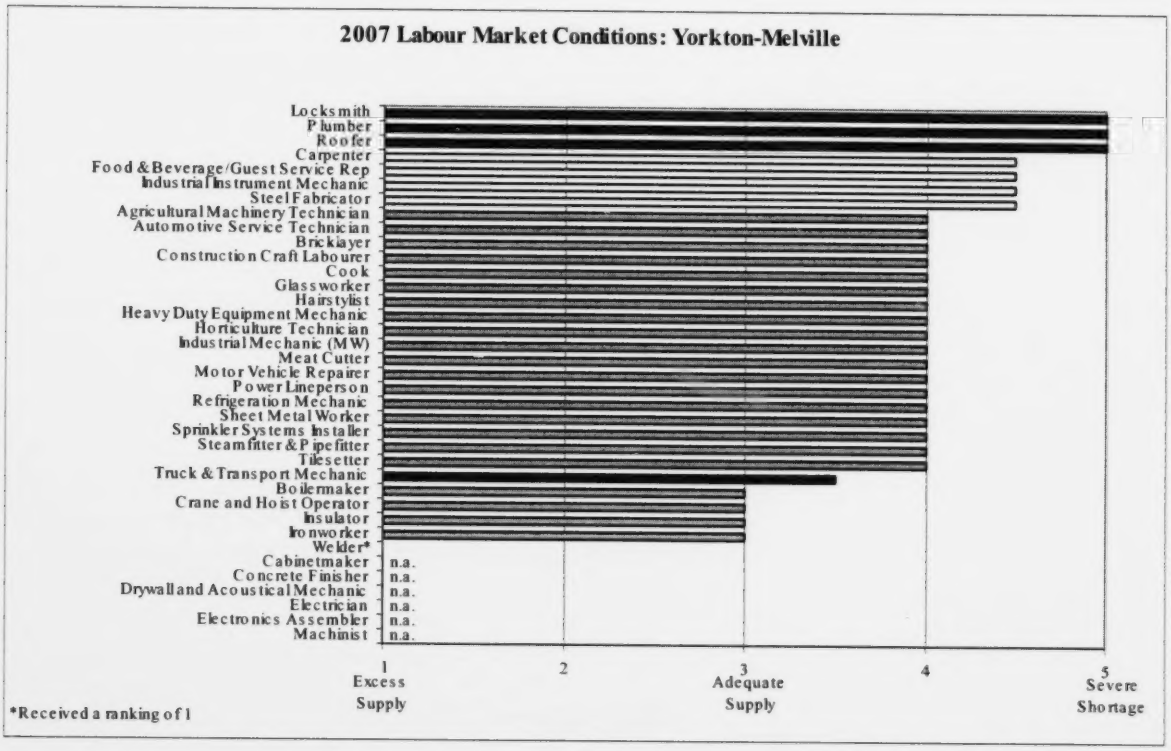
Moose Jaw's close proximity to Regina accommodates the commuting of many workers for employment opportunities. However, there is a large amount of economic activity occurring in this region which is creating a large demand for skilled workers. Skilled workers are not being recruited fast enough to fill the demand needed.

11. Estevan-Weyburn Region

Most of the trades in the Estevan-Weyburn region are experiencing skilled labour shortages. Twenty-nine of the trades were identified as having shortages, with nine of them being severe shortages. The trades in this region that are experiencing severe shortages include: agricultural machinery technicians, carpenters, electricians, locksmiths, meat cutters, plumbers, roofers, sheet metal workers and steamfitters/pipefitters. There are five trades with an adequate supply of workers. Rankings were not provided for some of the trades due to lack of knowledge about these particular trades within this region.

Many skilled workers are being drawn to the oilfields, with employers often competing for the qualified workers that remain in the region. There is a large amount of economic activity occurring in this region which is creating a large demand for skilled workers. Skilled workers are not being recruited fast enough to fill demand. Employers are outsourcing labour from major centres to meet demand.

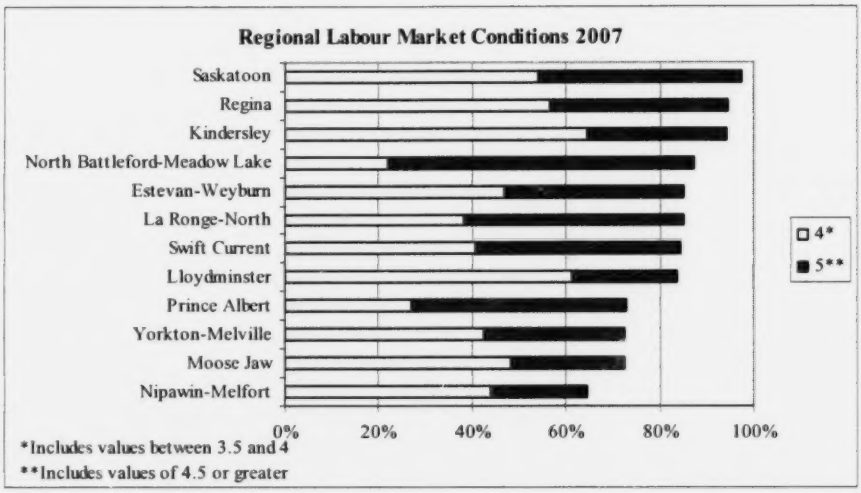
12. Yorkton-Melville Region



Twenty-six of the trades in the Yorkton-Melville region are experiencing skilled labour shortages. Three of these trades have severe shortages and include: locksmiths, plumbers, and roofers. Five trades are not facing labour shortages; having an adequate supply or surplus of skilled workers to fill current requirements. There is an excess supply of skilled workers in the welder trade as a result of layoffs.

Increased local economic activity has affected the availability of skilled labour in the area. Employers are not able to recruit skilled workers fast enough to meet demand.

Summary: A Regional Perspective



All regions of the province were experiencing skilled labour shortages in close to two-thirds of the trades in 2007. Three-quarters of the regions were experiencing shortages in over 80% of the trades. Saskatoon, Regina and Kindersley were most affected, with over 90% of the trades reporting shortages. Although the Nipawin-Melfort region had the lowest number of trades with shortages, nearly two-thirds of trades in this area were experiencing shortages.

Economic Growth a Major Driver

All regions are being affected by Saskatchewan's strong economy. The increase in activity throughout the province is creating opportunities in a variety of trades. Large-scale projects as well as continued activity in the oil, potash and uranium industries is increasing the demand for workers and attracting workers from around the province. The Saskatoon and Regina regions are experiencing acute skilled labour shortages due to activity increases in the province's two largest cities. In addition, skilled workers may be sent from Saskatoon and Regina to fill shortages in other areas of the province, therefore accentuating the shortages that are already occurring in the two cities.

Imbalances of Labour Supply

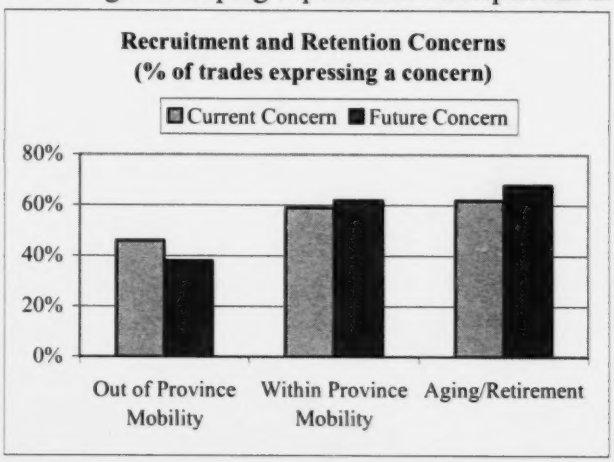
The trade boards identified five trades that appeared to have imbalances of labour supply in 2007. These trades are: boilermaker, crane and hoist operator, industrial mechanic (MW), ironworker, and welder. An imbalance of labour supply for a trade occurs when there are labour surpluses in some pockets of the province at the same time that labour shortages are occurring in others. The ironworker trade, for example, was assessed as having labour surpluses in three regions and labour shortages in four regions of the province. The 2007 provincial ranking of '4' for ironworkers indicates a labour shortage, but most of the demand for this skill is in Saskatchewan's two largest centres, Regina and Saskatoon. Limited economic activity, industry downsizing or plant closures contribute to labour surpluses and economic expansion is the leading cause of skilled labour shortages.

Section Three – Recruitment and Retention Challenges

Economic growth and an aging workforce in Saskatchewan is causing increased competition for a limited supply of qualified trades people. This appears to be a particular challenge for regions that are experiencing strong labour shortages such as Saskatoon and Regina, but also for the Kindersley region. There are available pools of local labour but they are not always qualified to meet job requirements, as noted in the Prince Albert and North Battleford-Meadow Lake regions. Shortages of qualified workers can lead to project delays, or the hiring of less experienced workers which may negatively impact productivity.

Worker Mobility and Retirements

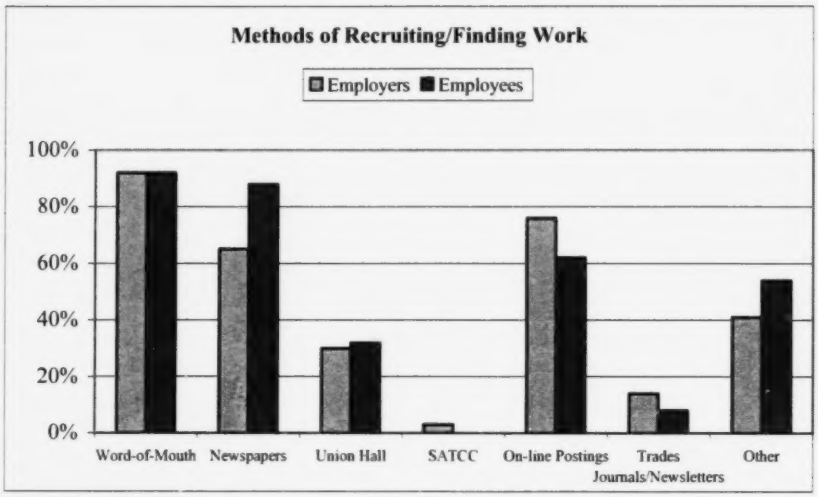
Worker mobility is a common issue for most trades, with close to two-thirds of the trade boards citing intra-provincial mobility as a concern. Employment opportunities and higher wages in other trades pose a challenge for attracting and keeping experienced tradespersons in their current employment. Inter-provincial mobility is also a concern, but not to the same extent as mobility within the province. A competitive labour market makes it more difficult to attract qualified workers to rural or remote areas of the province. The most common response for most regions is to outsource skilled labour from the major centres of Saskatoon and Regina which are able to more readily attract qualified trades people.



The aging workforce and looming retirements will be a growing issue, as 62% of the trade boards identified it as a current concern and 68% a future concern. For some of the more physically demanding trades, such as concrete finisher, qualified workers are leaving prematurely due to associated health problems. It was noted that ironworker trade workers are moving to part-time work instead of retiring which is helping to improve conditions.

Concerns about losing workers to other jurisdictions, particularly Alberta, have eased over the past year as workers have returned to Saskatchewan (although not at the same rate that workers have left in the past). Trades people are returning to Saskatchewan because of the lower cost of living and better working conditions. However, concerns about losing workers to other trades, other employers and other regions in Saskatchewan have increased over the same time period.

Section Four – Methods of Recruiting Workers and Finding Work



Employers who are recruiting workers and job seekers who are looking for work are using similar methods job posting/seeking methods.

The top three recruitment/job seeking methods are word-of-mouth, newspapers and on-line job postings. Over 90% of employers and employees use word-of-mouth as a method of recruiting or finding work. On-line job postings are used by employers 76% of the time while newspapers are used 65% of the time when looking for workers. On the other hand, employees look at newspapers 88% of the time and on-line job postings 62% of the time when looking for work.

Posting opportunities or looking for work through union halls and trades journals/newsletters are also used but to a lesser extent. Only one employer used the SATCC as a method to look for workers.

Other methods of recruitment/job seeking include: posting/looking for jobs at training institutions, attending career fairs, walking on to job sites, visiting employment insurance offices, offering hiring bonuses, visiting Canada-Saskatchewan Career Employment Services offices, communicating opportunities to customers and suppliers, using head hunters and checking postings on company websites.

Appendix A – Methodology

In October 2007 the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC) met with its thirty-seven trade boards that are represented by employers and employees. The trade boards responded to a questionnaire on the current and future labour market conditions and staffing concerns for their respective trade, based on a group discussion and consensus. The results of this survey were used as the basis for this report.

In Parts One and Two of the survey, the trade boards were asked to respond to a ranking for the 2007 provincial labour market conditions of their particular trade and provide explanations for changes, if necessary. The ranking of labour market conditions is based on a scale of '1' to '5', where '1' indicates an excess supply of workers and '5' indicates a severe shortage of workers. A ranking of '3' suggests an adequate supply of workers to meet labour market demand with some short term limitations. For the purposes of this report, a ranking of '2' is discerned as being a surplus of labour and a '4' a shortage of labour. The following table was included as a part of the survey questionnaire as a guideline for ranking labour market conditions:

Ranking Definitions **Scale from 1 (Excess Labour Supply) to 5 (Excess Demand/Severe Shortages)**	
Ranking	**Definition**
1	Workers meeting employer qualifications are available in the local markets to meet an increase in demand. **Excess supply** is apparent and there is a risk of losing workers to other markets.
2	Workers meeting employer qualifications are **available** in local and in adjacent markets to meet an increase in demand at the current offered rate of compensation and other working conditions.
3	The availability of workers meeting employer qualifications in the local market **may be limited by large projects, plant shutdowns or other short term increases in demand**. Similar or weaker conditions exist in adjacent markets, so that mobility is an option. Employers may need to compete to attract needed workers. Established patterns of recruiting and mobility are sufficient to meet job requirements.
4	Workers meeting employer qualifications are **generally not available** in local and adjacent markets to meet any increase. Employers will need to compete to attract additional workers. Recruiting and mobility may extend beyond traditional sources and practice
5	Needed workers meeting employer qualifications are **not available** in local and adjacent markets to meet current demand so that projects or production may be delayed. There is excess demand; competition is intense and recruiting reaches to remote markets.

In Part Three, they were asked to provide a current (2007) ranking of the labour market conditions for twelve regions in the province, and to provide a rationale for these rankings. The regions included: La Ronge-North, Prince Albert, Lloydminster, North Battleford-Meadow Lake, Nipawin-Melfort, Saskatoon, Kindersley, Swift Current, Regina, Moose Jaw, Estevan-Weyburn, and Yorkton-Melville.

In Part Four, the trade boards were asked to rank the expected provincial labour market conditions for 2008 through 2010, and a supporting rationale for the ranking.

Parts Five and Six were related to concerns about the retention and/or the recruitment of staff. Participants were asked if mobility (out-of-province or within the province) and aging/retirement were current or future concerns. They were also given the opportunity to specify any other staffing concerns or additional comments related to retention and recruitment.

In Parts Seven and Eight employers and employees were asked what methods they commonly use to recruit/hire workers or use to find work in their trade. The methods were identified as one or more of the following: word-of-mouth, newspapers (local, Saskatoon StarPhoenix, Regina Leader-Post, national), union hall, ATCC, on-line job postings, trades journals/newsletters and other (board members were asked to specify the other methods).

The following table lists each of the thirty-seven trades that were surveyed and the number of employers and employees who participated in the consultations. In some cases, individual employers may have represented more than one trade.

If there questions with respect to the methodology, please contact the Labour Market Information and Analysis Unit of the Saskatchewan Ministry of Advanced Education, Employment and Labour.

2007 Trade Board Meeting Participants		
Trade	**#of Employers**	**# of Employees**
Agricultural Machinery Technician	4	2
Automotive Service Technician	1	4
Boilermaker	0	1
Bricklayer[1]	1	0
Cabinetmaker	2	1
Carpenter	2	4
Concrete Finisher	1	1
Construction Craft Labourer	1	2
Cook	3	1
Crane and Hoist Operator	3	1
Drywall and Acoustical Mechanic	1	2
Electrician	1	3
Electronics Assembler	2	2
Food & Beverage Person/Guest Service Representative[2]	2	1
Glassworker	2	0
Hairstylist	2	3
Heavy Duty Equipment Mechanic	3	1
Horticulture Technician	1	1
Industrial Instrument Mechanic	1	3
Industrial Mechanic (Millwright)	2	2
Insulator	1	1
Ironworker	1	1
Locksmith	1	0
Machinist	2	2
Meat Cutter	3	2
Motor Vehicle Body Repairer	2	3
Plumber	3	3
Power Lineperson	2	2
Refrigeration Mechanic	3	3
Roofer	2	1
Sheet Metal Worker	2	1
Sprinkler Systems Installer	0	2
Steamfitters and Pipefitter	3	3
Steel Fabricator	2	1
Tilesetter[3]	0	1
Truck and Transport Mechanic	1	2
Welder	2	3

[1] Bricklayer and Tilesetter trade board meetings were held in conjunction with each other. There were two board members at this meeting, one representing each trade. One member was an employer, one an employee.

[2] These are recognized as two separate trades, but for this report, the consultations were held in conjunction and data should be viewed as a combination of both.

[3] Bricklayer and Tilesetter trade board meetings were held in conjunction with each other. There were two board members at this meeting, one representing each trade. One member was an employer, one an employee.